THE PLANNING BILL FIASCO

Proposals Would Sabotage Effective Post-War Land Development

E Government's White Paper outlining its policy for the Control of Land Use—ong-term policy that is to say, for town and ntry planning—and its new Town and ntry Planning Bill, embodying measures he re-development of bombed and obsolete s in our cities and towns, have both met a y fire of criticism. The Town and ntry Planning Bill, in particular, has ed angry opposition in most quarters, ding all the associations of local orities. It has passed its second reading, only after a majority of Labour members refrained from voting, and after Minis-l assurances that the Government was ly to make substantial amendments in the would discuss it with the local authority ciations, and would debar no issue from sideration in the further examination to be le of its proposals.

What is the reason for this criticism? We l try to analyse it here, and to explain the tion as simply as we can. But we must n readers that the subject is difficult and plicated. To understand it may call for a ree of concentration not usually demanded articles in LOCAL GOVERNMENT SERVICE. ertheless, we urge readers to make the rt. For upon the way in which we use l will depend, very largely, the success or ure of our hopes to make Britain after the a country worth living in by the mass of its ple. The problem, therefore, is of impor-ce to every citizen and, since we live in a ocracy in which, in theory at least, the en rules, it is one which every citizen should to understand and upon which he should n a considered opinion.

t is impossible, in one article, to traverse ground covered by both the White Paper l the Bill. We propose, therefore, to con-this article to an explanation of how the ite Paper and the Bill are related to each er, and to the two reports of the Uthwatt mmittee (the Expert Committee on Com-sation and Betterment), and to comment the Bill, leaving the White Paper to be dealt h in another article.

Double Problem

The Uthwatt Committee was appointed in 41. Its chairman was Mr. Justice Uthwatt, High Court Judge, and its remaining members re Mr. James Barr, a vice-president of the artered Surveyors' Institution, Mr. C. rald Eve, a past-president of the stitution, and Mr. Raymond Evershed, K.C. all men with an authoritative knowledge of nd-law and values, and with no ostensible litical allegiance. The committee's terms of erence were two-fold. First, it was asked o advise as a matter of urgency what steps ould be taken, now or before the end of the r, to prevent the work of reconstruction ing prejudiced, and in this connection to nsider possible means of stabilising the value land required for development or re-develop-ent, and any extension or modification of wers to enable such land to be acquired by e public on an equitable basis." This part the reference had obvious regard to the need r safeguarding the future of bombed areas. cond, it was asked "to make an objective alysis of the subject of the payment of Com-nsation and the recovery of Betterment in spect of public control of the use of land, d to advise what alterations in the existing w were necessary."

The second part of the terms of reference plied the regrettable admission that town anning legislation, commencing in 1890 and culminating in the Town and Country Planning Act of 1932—a measure emasculated in its passage through Parliament, but which nevertheless made possible the first serious attempts at planning in this country—had been stultified by unsatisfactory provisions for compensation and betterment. Local authorities were deterred from effective planning by the high compensation costs falling upon them, and were unable, in the existing state of the law, to recover the betterment which they were supposed to be able to set off against the compensation. Since the Uthwatt Committee, in its second report, confirmed the local authorities' experiences, and roundly declared them to have been inevitable, it is astonishing that the Government should have complained in its White Paper that some local authorities had had planning powers and not used them, and that the Minister should have made a similar comment in the second reading debate.

Minister's Pledge Evaded

In April, 1941, the Uthwatt Committee presented to Lord Reith, then Minister of Works and Buildings, an interim report dealing with the first of its terms of reference. This advised that town areas requiring reconstruction "on account of war damage or for other good reasons," would have to be dealt with as a whole, and that the only effective way to cut across the tangle of private rights would be to enable local authorities to purchase them outright and re-plan them. The report also recommended the Government to accept the principle that compensation, whether for the acquisition of land or for the imposition of some planning control, "should not exceed sums based on the standard of pre-war values, i.e. values as at 31st March, 1939," and to announce its acceptance of this principle at once in order to stop speculation in bombed sites. Public support for this recommendation was emphatic, and the Government, through Lord Reith, made the desired announcement in July, 1941, subject to some qualifications. It is one of the major criticisms of the Bill that its provision for compensation amounts to an evasion of Lord Reith's pledge, and makes the pre-war value not only a maximum but a minimum. The Committee thought that the system of war-time licensing restrictions on building obviated any risk of premature unplanned development and any need for immediate legislation to prevent such a disaster, but intimated that steps would have to be taken soon to strengthen interim planning control. It made fuller reference to the necessary steps in its second report.

Interim Development Act

The Government dealt with this latter recommendation by the Town and Country Planning (Interim Development) Act of 1943. The aim of this measure can be understood only if one realises that there are few town planning schemes in legal operation anywhere in the country. Most of the control has depended upon powers to control interim development. These arose only if the local authority had passed a resolution to prepare a planning scheme. The Act of 1943 provided that such a resolution should be deemed to have been passed by every authority, as in fact it had been by most.

But something more than this was needed. During the period of interim control, the local authority could not, before the Act of 1943, prohibit development, so long as by-laws and other like requirements were complied with. An owner who developed land covered by a resolution without the local authority's interim development permission did so subject to this risk—that if his development was not in conformity with the scheme as it eventually came into operation, the authority could bring it into conformity with the scheme at his cost, without compensation. On the other hand, the owner was protected if he obtained permission for development under interim powers, for, should the permitted development eventually not be found to suit the scheme actually made, the local authority could bring it into conformity only on the footing of paying compensation. In the face of these conditions, most owners desiring to develop did in fact apply for interim development permission, though they were not legally bound to do so. In this way, the authorities could exercise certain constraints, in the interests of the planning scheme, but they still lacked power to prohibit development not in conformity with their maturing plans. The Act of 1943 gave such powers, and strengthened their position and improved planning procedures in other respects.

Compulsory Purchase

The second report of the Uthwatt Committee, presented in 1942, added something to the recommendations of the interim report in regard to bombed areas and the congested parts of our cities and towns. Emphasising that powers of compulsory purchase should be available for obsolete as well as for bombed areas, it advised a grant of powers of compulsory purchase, subject to Ministerial sanction, for acceleration of planning (i.e. for the purposes of a planning scheme, but before it came into full operation), and for any local authority purpose in advance of immediate requirements.

In addition, the report made a detailed criticism of existing procedures for compulsory acquisition, showing how complicated, cumbrous, and dilatory they had remained since their introduction early in the last century. It recommended a uniform procedure which would dispense with "referencing"—the protracted and laborious process of ascertaining the interests in the land—with the service of notices upon individual owners, and with local public inquiries except when ordered by the Minister in exceptional cases. It also recommended that the local authority should have powers of entry before the land actually vested in it, and that the land should "vest" (i.e. the local authority should become owner of it) at a comparatively early stage in the procedure, the former owners' rights being converted at this stage into rights to compensation. Under the earlier procedure, the local authority did not become the owner until all compensation claims and all difficulties of title had been cleared up—an intolerably lengthy process.

For the most part, however, the second report dealt with compensation, betterment, and land-uses, in regard, not to the built-up areas of our cities and towns, but to the undeveloped land which is the raw material of planning. In this sphere, the committee found that a satisfactory solution of the compensation and betterment problem could not be attained without a complete re-adjustment of public and private rights in land. It rejected wholesale nationalisation, not by any argument on merits, but on the ground that it was unlikely to be achieved for political reasons. It put forward, however, what amounted to a scheme for partial and progressive nationalisation. This was that the rights of development in all land outside built-up areas should vest in the

state, and that, as and when the planning authority gave permission to develop the land, it should also buy it outright, and lease it, when the approval was for private development, to the person undertaking to develop. Only on the basis of a scheme such as this did the committee believe that the nation could avoid paying an aggregate of compensation many times as much as it should be (through the element of floating value), find a sure means of recovering betterment, and be able to create, through planning agencies, an orderly and balanced pattern of land-use. This bold plan the Government has rejected, now putting forward an alternative policy in its White Paper.

Whatever the imperfections of the Bill, it could never have aroused such anger had it not been seen through the murky light of the White Paper. The Bill is suspect because the White Paper is so obviously the embodiment of a timid approach to the problem, rather than a bold approach of the kind that an authoritative non-political committee was prepared to advise, and the public had been led to expect by Ministerial spokesmen of the past, if not the present. Nearly all the Bill's provisions are complex and difficult, but some are meticulous in their certainty, and others are most uncertain. The precise and certain provisions are those which are manifestly inspired by an anxious care to buttress rights of private property. The uncertain provisions are those which the local authorities have to operate, and of which they take the main onus, financial and otherwise. Some part of the irritation aroused is also attributable not so much to the extremely complicated draughtsmanship of the Bill, which is inevitable on the line of policy chosen by the Government, but to the absence of accompanying explanation. The explanatory memorandum to the Bill explains nothing. It is a mere table of contents. The layman left to peruse the measure itself has been aroused to a fury hardly less acutely felt by skilled lawyers as they have stewed over another vicious example of legislation by reference.

An Unsatisfactory Approach

The substance of the Bill is thoroughly unsatisfactory. It would involve the local authorities in the wrong kind of approach. Areas of reconstruction are to be dealt with, not as a whole, but piece-meal, and in different ways, according to whether they are bombed areas, obsolete areas, areas to take development which has been "thinned out" from these, or areas to which normal planning considerations will apply. There appears to be a provision which meets, to some extent, the Uthwatt Committee's recommendation that powers of acquisition should be available for acceleration of planning, but the committee's recommendation that powers should also be given to enable authorities to purchase, in advance of requirements, for any of their statutory purposes, has been ignored.

The procedure for the re-development of a bombed area will involve a premature crystallisation of planning proposals for the area and a premature publicity inimical to the public interest. Each bombed area must first be demarcated by Ministerial Order on the application of the local authority. The local authority must send with its application a statement showing the re-development proposals. Before the Minister makes his Order, these proposals must be made public, and if they are objected to, a public local inquiry must be held.

The procedure for acquisition is also variegated. There is to be one procedure for bombed areas, one for obsolete areas, and one for planning purposes generally. The older forms of procedure for local authority purposes apart from planning, are left as they are. The recommendation of the Uthwatt Committee for a uniform procedure has been ignored. Only for bombed and obsolete areas does the procedure approximate to that recommended by the committee. The committee's recommendation that a local inquiry should be dispensed with, except when ordered by the Minister for exceptional cases, is disregarded.

In the United States, Australia, and Canada, land can be acquired within a few weeks for any purpose which the nation and the legislature has already approved. But perhaps these are not democracies, or might have changed their minds had they heard the Minister on the rights of the subject in the second reading debate!

The compensation provisions evade the pledge given by the Government. The pre-war standard of value, which the Uthwatt Committee conceived of as a maximum, has become a minimum. The effect of these provisions—which did not come under very close debate on second reading—remains obscure. The committee unquestionably conceived of the pre-war standard as a maximum, and in fact so expressed it, pointing out that any increment of values since 1939 could have accrued only through the war, when the normal mechanism of the market has been inoperative, and all development has been limited to war aims. The justice of the 1939 standard as a maximum in such circumstances is obvious. The argument that the arrangement should cut the other way is specious. The 1939 value will itself include any element of potential development value which existed before the war; while as war circumstances clear and lift, actual values may be less than pre-war values owing to circumstances not connected with the war.

Unfair to Local Authorities

The other financial provisions of the Bill which affect local authorites are incredibly unfair to them. Government assistance is confined to acquisitions for re-developing the bombed areas. For these there is to be a grant of loan charges for two years. If the Minister is satisfied during any of the eight years following "that the area remains incapable to any extent of being brought into use for any substantial purpose," he *may* extend the grants for *any year or years* of this period, and in exceptional circumstances the period of eight years may be extended by a further five. The Treasury has apparently adopted the convenient *idée fixe* that, after a few years, all these areas will be self-supporting, notwithstanding that satisfactory re-development will thin them out. If they do not prove self-supporting, the local authority will be deemed guilty of bad management, and in any event, will carry the loss. If such an area does become self-supporting, the Bill provides that the local authority shall pay over to the Treasury any net gains!

On the footing of this formula, which amounts to "Heads I win; tails you lose," it could at least have been expected that the local authorities would have been given ample powers of re-development and management, and practically full discretion in exercising them. Not so; the Minister may compel a local authority to dispense with any of the land it has acquired. What is worse, the local authority may carry out the development itself only with the Minister's permission, and the Bill provides that he is to give permission only if he is satisfied that there is no one else able and willing to carry it out. In short, local authorites will be left with the unremunerative development, after private enterprise has had its pick. The rôle of the local authority is really that of a salvage organisation rather than an authority for planned re-development. The local authorities could not have done otherwise than express the utmost opposition to such provisions, and unite to secure something better. The local government service will give them the utmost backing.

Clear Up the "Ability to Pay" Muddle

By "ONLOOKER"

LOCAL authorities are often asked to dispense social services "free or at a reduced rate, according to income." This apparently simple statement has given many local government officers and councillors hours of work and worry. It means drawing up a scale and perhaps varying it according to changing conditions or individual circumstances for which it does not allow.

How should the problem be tackled? The Ministry gives no lead, with the result that scales vary from one locality to another, and even one local authority may have a number of scales, each for a different service—scales compiled at different times by committees with different objects in view.

Those who have to devise or approve scales often have little knowledge of the way in which working-class families live, but if the scale is inequitable, the person assessed has no right of redress. A too harsh scale results in hardship, bad debts and uneconomic administration; a too generous one is unfair to the rate- and tax-payer and to those people just above its scope.

The services administered in this way include housing, public assistance, medical treatment, maternity accommodation, the provision of insulin, and education.

Is there a sound and simple way of assessing a person's "ability to pay"? I believe there is, and make the following suggestions:

The actual cost of living for one person should be computed. This would be the cost of food, clothing, fuel, and such miscellaneous items as postage, newspapers, insurances, and doctors' fees. The figure obtained might be called the "subsistence level."

To assess the amount payable for any service, the family income, after deduction of rent, should be divided by the number of people in the family. Where the resulting figure fell below the "subsistence level," the service should be provided free; where it was above the subsistence level, payment should be based on the amount by which it exceeded that level. Persons admitted to an institution where they would be maintained should pay either a proportion of the income per head (say a half) or the cost of food per head, whichever is the higher. Where the service is purely additional expense, the payment made should be a proportion of the income *above* the subsistence level over a period to be decided in relation to the expense involved. For permanent expenses, like insulin, the proportion should be lower than for exceptional expenses.

The scale should be revised in accordance with any substantial rise or fall in the cost of living—making allowance for the fact that the Ministry of Labour index reflects changes in the cost of living only partially.

It is not within the scope of this article to suggest actual figures, but examination of the prices of rationed foods suggests that the cost of food alone is in the neighbourhood of 12s. 6d. a week per head. It is therefore difficult to understand scales which begin: "Deduct rent and 5s. (or 6s.) for each child under the age of 14," though this appears to be the general rule. Possibly some children could be maintained for less than 12s. 6d. a week, but there are usually so many other heavy expenses for children that it seems hardly worth while making a reduction.

Many services now dispensed under this system are intended to be available free under various headings of post-war planning, so that it may appear late in the day to spend much time on this aspect of social services. It seems likely, however, that income scales will be needed for at least several years, and such an investigation would be of much value and could be readily amended from time to time.

How Local Government Is Beating The Flying Bomb

By "LONDONER"

TWENTY minutes ago, it was," I heard the woman collector say as I passed barrier at my suburban station. What *it* s I had no need to inquire. The quiet road nting the station was barred. Behind the rier, lined up under the trees, stood a long y of N.F.S. trailers. Beyond them, a knot of rdens, some rather dishevelled-looking useholders, and a party of troops. At the tant hospital gate, a couple of ambulances.

As I hurried home, by a roundabout route, usehold parties were already sweeping up ss, picking out the jagged bits left in shattered ndows, unscrewing splintered doors. On e roof a man in white shirt and grey striped ousers, his coat and city dispatch case lying the foot of the ladder, was gingerly replacing es. My own house had a rakish, dissipated pearance, with two bedroom windows aning outwards, another lying on the ground, aded lights bulging fantastically, and the of looking as though some giant fingers had en stroking it the wrong way. Inside, my fe was sweeping up soot, glass, and plaster. "The hospital, it was," she said. "Hit e out-patients' department. I hope that ce Sister is all right."

rder Out of Chaos

It was an hour or two later before I went out see—summoned by a loud-speaker van nnouncing that all who wished could collect indow-repairing material from the Incident ost opposite the hospital gate. I was stounded. Not by the tangled pile of ricks, concrete, planks, and beams where ne out-patients' department had stood, not y the fantastically leaning walls, the hanging alconies of the main block, the slateless roofs, ne gaping windows of the flats opposite. hey had been familiar sights three years ago. What astounded me was the speed with which haos was giving place to order.

Though it was now nine p.m., scores of orkmen swarmed over walls and roofs, djusting tarpaulins, tacking linen over window paces, replacing doors. Broken glass was rranged in neat piles along the pavement. oldiers with fixed bayonets stood on guard utside the garage and shops. The last mbulance was removing the last of the ospital's patients. At the Incident Post, nder his blue flag, the Incident Officer was explaining that his first supply of window naterial had all gone—snapped up in a few minutes—but there would be more in the morning. Casualties? I dared scarcely ask, ooking at the pile of wreckage and thinking of the out-patients who normally thronged t, and of the way the glass must have shot ike a million silvery daggers through the wards, the nurses' home, and the rooms of flats and houses. "Three killed—fifteen hurt," said someone. He was wrong, I learned later. Two only were killed.

Repairing the Damage

Returning home, I was met by a warden taking details of my own slight damage. It was still less than three hours after the "incident" and, since I was almost at the limit of the blast area, I must have been one of the last on his list. As he left, the loud-speaker van came round again. "Breakfast will be served for those who want it in the British Restaurant at 7 a.m., and a mobile canteen will be in Smith Street all day," announced the woman driver.

Next morning's activity dwarfed that of the evening. By nine a.m., notwithstanding another "incident" during the night, the place was alive with workmen. A Ministry of Works Flying Squad had arrived, a company of Pioneers, and more private builders than I had ever imagined my small borough to contain, even in peacetime. Outside the hospital hung a long list of patients evacuated—most, I was glad to see, to hospitals far out of the range of wandering "doodlebugs." By evening, the street was looking almost its usual tidy self again, most of the windows neatly covered with white linen or black waterproof paper, many of the tiles replaced, the glass and plaster swept away, women gossiping in the shops, perambulators returning from the park. Would Dr. Goebbels could have seen it!

That is a typical flying bomb "incident" as I saw it. It is being repeated all over Southern England, wherever the "terror weapon" designed to "dislocate the life of London," to "hold up the Anglo-American invasion" and to "spread panic among the Anglo-Jewish warmongers" has fallen.

Speed and Efficiency

If you ask the average Londoner, bombed or blasted, what are his general impressions, he is pretty certain to rank high in the list the speed and efficiency of the Civil Defence services. He had good reason to be doubtful about them before the attack. He knew that the numbers of wardens, rescue workers, repair workers had been greatly reduced, that many "full-timers" had been replaced by volunteers, that women had taken the place of men, that the average age had increased, and he suspected that three years of "lull" had caused a general rusting. He was ready to make excuses, to put up with delays, to make allowance for lack of manpower and shortage of materials. Instead, to his astonishment, he has found the services generally far speedier, far smoother, and far more efficient than they were even at the end of the "Big Blitz."

Biggest surprise of all has been the speed at which, in most areas, the rescue parties are on the scene. Often, before the smoke has cleared away, the first-aid vans are driving down the street. There is no waiting to-day for wardens to report to Control and for Control to call out services.

The Flying Column is London's answer to the flying bomb. Within seconds of the bomb's explosion, N.F.S. roof spotters have reported its position to the Report Centre. Often before the nearest warden can reach the scene, the Flying Column is on its way—first a loud speaker car containing officers of the heavy and light rescue and warden's services, then two heavy and two light rescue units, then two ambulances, then a mobile aid post. Their orders are to find the incident and carry on. Within a few minutes, the injured are being attended and taken to hospital. Control has a complete picture of the situation, rescue work is in progress, any reinforcements needed are on their way, streets are roped off and crowds controlled, and the incident post is established. Soon afterwards the homeless are being transported to rest centres, the W.V.S. inquiry point is set up, and repair workers and material are being brought in.

Not infrequently, every serious casualty is in hospital and repair workers are on roofs and at windows within half an hour of the bomb's fall. Minor casualties caused by flying glass and debris, of which, as published statements have indicated, the number is high in proportion to the more serious ones, are treated either on the spot or at adjacent first aid posts.

Speedy Reporting

Report centres tell of keen competition to be "first with the news" of a bomb falling. Usually, of course, the N.F.S. spotters, who can follow the flight of the bomb—clearly visible by day or night—and plot its fall, get in first; but not always. Sometimes the wardens win, sometimes the police; once, in one area, it was a member of the library staff who got through the moment he saw the burst, followed by its plume of oily brown smoke.

While this first-aid work is in progress, the report centre, kept fully informed of the situation, gets on with the long-term job of clearing up. There are reinforcements to call out if needed, other authorities and services to notify of anything affecting them—gas, water, electricity, hospitals, rest centres, police, and so on—reliefs to be arranged, transport to be organised. Just as the wardens, the spotters, and the police are "on their toes" to get the news of a bomb's fall to the report centre, so the various report centres are keen to pass on all the information about each incident up the channel of civil defence communications.

No less swift and smooth is the treatment of casualties. In addition to the first-aid parties and mobile aid post sent to the scene at once, local doctors and Forces medical officers, including many Americans, who happen to be in the area usually turn out promptly, and even when a bomb falls in a crowded street or building, causing some serious and many minor injuries, all are normally dealt with within a few minutes. It is only those trapped beneath buildings whose rescue takes longer, but here again new and improved methods and new devices, the result of continuous training, experiment, and invention during the lull period, have brought a vast improvement over the experience of 1940-41. Sound detectors, used to locate the position of persons alive beneath the debris have proved invaluable, while the intimate knowledge possessed by most wardens of the life and habits of the people in their areas has saved heavy rescue parties hours of fruitless burrowing. Today, mobile cranes with huge skips move debris in hours which, in the 1940-41 raids it would have taken days to move by hand.

Rest Centres' Triumph

Despite the acute shortage of housing in London, in common with most other towns, billeting and rehousing of those temporarily or permanently homeless has proved less of a headache than might have been thought. The rest centres have done particularly well, and though hundreds of people have passed through them, never once, either by night or day, have they broken down or had to turn away anyone seeking food and shelter. Probably this is due, in certain areas, to the adoption of the system of the "Half-way

Refuge Offered to London Members' Families

Several members in the North and North-West have written to Headquarters offering hospitality to the wives and children of fellow-members in London and the other towns in the flying-bomb front line. This is a generous gesture which has been much appreciated by those who have taken advantage of it.

If more members in the Provinces wish to keep alive what we like to think of as "the NALGO spirit," we shall be glad to put them in touch with Londoners to whom their offers would be most welcome.

House," to which all in rest centres who cannot be billeted or rehoused immediately are transferred after the first 48 hours. But homeless are usually rehoused in a shorter time than this, and a single area on one occasion found billets for over 900 in 24 hours. Evacuation of mothers and children—of whom 185,000 had left under the official schemes by July 24—has helped in making more accommodation available.

Repairs Problem

Repairs have caused more difficulty, since the damage caused by a blast bomb is often extensive, though most of it is readily repairable when labour is available. Many people do their own minor repairs—mainly the covering of shattered windows—and dumps of material for this are usually set up on the site of the incident immediately. Mobilisation of local builders, the Ministry of Works Flying Squads, the importation of workers from other parts of the country, and the use of troops, N.F.S., Home Guards, and youth organisations, many of whose members cheerfully give up much of their leisure, have all helped to get over the labour difficulty and to clear up damaged areas with astonishing speed.

The attacks have greatly increased the demand for Morrison shelters, and Londoners are grateful indeed to those many people in the Provinces who have sacrificed their own—for which many had paid—to their greater need. Despite shortage of transport or its diversion to more urgent work, delivery of shelters is working smoothly, and few householders have to wait more than three days after ordering a shelter. Indeed, I heard of one soldier on compassionate leave who wanted to put up a shelter for his wife and family before rejoining his unit, to whom it was delivered within an hour or two of his visit to the town hall.

The 1941 idea—for which LOCAL GOVERNMENT SERVICE campaigned so successfully—of a central information bureau where, under one roof, the "bombed out" could get all the help they needed, has been improved upon. In many areas a subsidiary information bureau, manned by the local authority staff, is set up on the site of the incident, to answer questions about billeting, evacuation, ration books, etc., on the spot.

Fine Work of W.V.S.

Allied with this official information service is the invaluable ancillary information, canteen, and clothing service provided by the W.V.S. In most areas, the W.V.S. sets up, under the Incident Officer, an Incident Inquiry Point to deal with general inquiries, to trace missing persons, to help people to get in touch with relatives and friends, and generally to solve the thousand and one problems, big and little, which arise whenever a bomb disrupts the life of a community. Though staffed almost entirely by voluntary workers, this service has been outstandingly successful and efficient. In one area, for example, a W.V.S. organiser was called out of bed at 2 a.m. and asked if she could set up an Incident Inquiry Point at 6 o'clock. She did. In the same area an I.I.P. had just been set up in a damaged hotel when a bomb fell in a street a mile away. The I.I.P. was in operation at the new incident within 15 minutes. A post-leader, doing a full-time job, went on duty from 6 a.m. to 9.30, went straight from the post to her work, and in the evening returned to carry on.

In addition, the W.V.S. man mobile canteens—which are ready to go out day and night to provide refreshment for homeless, heavy rescue parties, and repair workers, provide clothing depots, maintain a number of hostels and, in one area at least, run a flourishing British Restaurant, while the members of the Housewives' Section give help and comfort in countless ways to those who have been bombed or blasted.

All the other ancillary services introduced during the earlier "Blitz" are, of course, in full operation again—the ever-welcome Queen's Messengers with their mobile canteens, the mobile bathing vans, the mobile laundries, the removal and storage of furniture, the health services maintaining the purity of food and water supplies (it is, incidentally, an astounding fact that, largely owing to their vigilance, the bombing, with its inevitable breaking of sewers and water mains, has brought no increase in typhoid during the war), the shelter control, first aid, and refreshment arrangements, and many more.

Heavy Strain on Staffs

All this has involved heavy new strains on municipal staffs, both permanent and temporary. With alerts at all hours of the day and night, and often continuing for long periods, staffs of report and control centres are on almost continuous duty. Arrangements vary from place to place, but I know of at least one town hall where, in addition to working throughout Saturday and Sunday, every permanent officer does a 5 p.m. to 9 a.m. spell at the report centre every fifth night, with, of course, no time off from his normal work next day.

Nor is it only the civil defence staffs who are involved. Bombing affects practically every department of a local authority. Finance departments have to pay many extra workers and officers loaned by other authorities, and have to calculate many hours of overtime. Rating officers have to deal with countless queries from bombed householders. Education departments have evacuation problems on top of those of damaged schools. In the town hall just mentioned, holidays have been cancelled, most officers work through Saturday and Sunday, and many put in considerable overtime in addition, notwithstanding that some have themselves been bombed or blasted. The temporaries and part-timers, too, are doing a grand job. Added to this, staffs are smaller than they were, and are being reduced still further by casualties and by the evacuation of married women with young children.

Practical Gratitude?

The work is being done today willingly, cheerfully, even enthusiastically. But it is to be hoped that, when the last flying bomb has buzzed over London, local authorities and the public will not forget the debt they owe to their staffs and to the thousands of other civil defence workers, full-time and voluntary. Some are in urgent need of rest and holiday now; all are likely to need it when this present strain is over. Every Londoner knows that the Home Secretary spoke no less than the truth when he said the other day that "The civil defence system is operating against the flying bombs like clockwork. No one who has seen it in action can fail to be inspired by confidence. We have cause to be deeply grateful for this skilled and devoted service." We have cause indeed, not only to be deeply grateful, but to show our gratitude in a practical way—and it is to be hoped that local authorities will do that.

In the Countryside, Work Goes On—As It Will Until the End

By the Chairman of a Southern England Civil Defence Committee

AND so "the dear Doctor" writes that "life in Southern England is at a standstill."

Really, Doctor Goebbels, really!

During the early hours of Friday, June 16, I had watched with pride the messages coming in to the control-room from the wardens out on the countryside, reporting, with clarity and dispatch the arrival of this new German abortion, and it was with some anxiety that I went out into the street at the hour when the ordinary business of any town in Southern England begins to move.

I asked a girl in the fruiterer's shop at the corner whether the buses were running, to be met with the rejoinder, "What's the matter with you, funny cuts?" as the bus drew up with its usual load of familiar faces.

At the big building in which I work all was going on as usual. True, there was much talk of the "doodlebug," and a scramble to the windows when one passed, for everyone was anxious to see the new horror.

Ever since, in this typical county town, life and work have gone on as always. Eyes a little sleepless, perhaps, nerves very taut, but the work—England's work—goes on normally, as it went on throughout the Battle of Britain and has gone on ever since—and as it will go on to the end.

Far inland I met the mayors and officers of many of our boroughs. As I entered one of these boroughs I saw three flying bombs passing over its outskirts, one plunging down as it was hit by the A.A. guns. In the town I saw unbroken queues waiting for the buses, people still looking in shop windows. The recent loud explosion seemed to have been of little moment to them.

The spirit of the mayors and their officers was fine, as were their reports on the morale of their people.

Here, in the working heart of local government, a local government carrying a heavy war responsibility, I found, as I have always found during this war, a courage, a tenacity, and an efficiency that ranks very high, measured by any yard stick. Amongst the urban chairmen the spirit was the same. Only in those areas which had not yet experienced the flying bomb was any anxiety expressed, and that only by way of inquiry, never fear.

Along our coast, that coast which has never known rest nor respite for five long years, the same spirit prevailed. Hard bitten by the years of war, they assessed the perils and the hopes in true perspective and they, too, knew no fear. There, as through the whole of this great area, the work goes on, steadily, unfalteringly.

The other day I watched the flying bombs being tackled over our countryside. That they are being tackled, keenly and with the utmost determination, was plain for all to see. Behind me lay quickly mounting hills, before me a rolling countryside, with the sky one great expanse. I watched the Royal Air Force boys streaking behind the flying bombs—then, BANG, and the thing blew up. I watched the workers in the fields, above whose heads this unnatural battle was raging, unconcerned and laborious as ever. Leaving the fields, I wandered through the tiny nearby village, passing the time of day with the blacksmith as he shoed a horse, turned into the little pub, and heard labour, in its finest sense, re-tell the happenings of the day.

No, Doctor Goebbels, you are wrong—and not for the first time.

Southern England doesn't like your flying bombs, but its work goes on—as it will go on until Victory is won.

Sir Arthur Johnson—Chief Builder of NALGO

In this tribute to Sir Arthur Johnson, whose death we recorded last month, SAM ORD, one of his oldest friends and associates in the development of NALGO, assesses the outstanding part he played in the Association's formation and growth.

ALL who were privileged to know Sir Arthur Johnson must have heard of his death with the most sincere regret.

He was the son of Sir Samuel Johnson, probably the most distinguished town clerk of his generation, and undoubtedly Sir Arthur was the worthy son of a worthy sire.

He was a sportsman in the best sense of the word. He was an M.A. of Cambridge University and he represented his college in the four leading sports of cricket, soccer, tennis, and rowing, for which he was elected a member of the Lions' Club. He also played Association football for Notts County. But he carried his sportsmanship throughout his daily life.

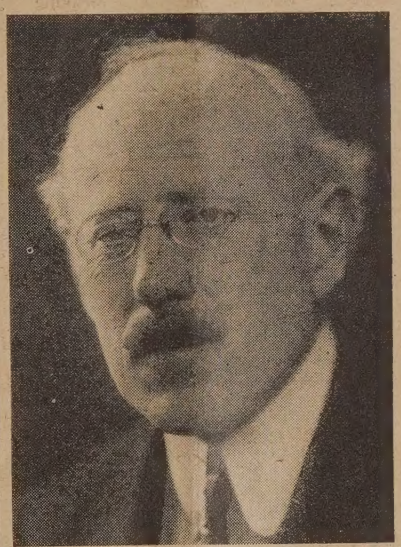
He had a wonderful personality, a dignity of manner, and a magnetic charm. He was charitable and hospitable almost to excess, a loyal friend, and a true comrade. He radiated happiness and was never more happy than when rendering service to his fellow men. Those who were numbered among his friends were indeed fortunate. He had that sympathetic understanding which Ibsen says is the first great need in human relationships and probably this was the true secret of his success.

His work as a municipal officer was fittingly recognized upon his retirement from the town clerkship of Hampstead, when the council made him the first Honorary Freeman of the Borough.

He will always be remembered for his outstanding services to NALGO, which extended over more than a quarter of a century. He was connected with the Association from its foundation. He was its first hon. solicitor, chairman of the executive council for 22 years, and President for seven years. To-day we sometimes hear the suggestion that chief officers should not take any part in the work of the Association, but I wonder whether the members making that suggestion realise how much they owe to the self-sacrificing labours of chief officers, particularly in the early days of the Association. NALGO was founded by chief officers, and for many years the executive council consisted entirely of chief officers, every one of them eminent in his profession, who had little to gain from their exertions but who were determined, if possible, to improve the lot of the rank and file of the service. For many years it was difficult to interest the junior members in the Association.

Conditions in the service when NALGO was formed were deplorable. As late as 1914, 80 per cent of local government officers were receiving salaries of less than £100 a year; there were few, if any, salary scales, and often the grant of an increase of £5 was made only after a full discussion in open council. Nepotism was rife, and officers were often subject to petty tyrannies which made life almost unbearable.

It was to improve these conditions that men like Sir Arthur Johnson gave their time, and none more than he. It was difficult then to convince local government officers that only through a strong national organisation could their position be improved, and in the early years much of the time of the members of the executive council was spent in missionary work, trying to secure the formation of local guilds and their application to NALGO. The calls thus made upon the executive—then few in number—were very exacting and Sir Arthur rendered outstanding service in this direction. Progress for many years was slow and at times most disheartening, but notwithstanding many setbacks, Sir Arthur was always optimistic and his active support during these years was of immeasurable benefit. The discussions at successive annual conferences at this time centred almost entirely on the amendment of rules, subscriptions, and superannuation. In 1917 the subscription was a shilling a year, some members paying only 3d. After



SIR ARTHUR JOHNSON

strenuous endeavours and heated discussions, the subscriptions were increased by amounts of from 4d. to 6d. per month for most members, whilst for the smaller salaried men the increase was equivalent to 2d. or 3d. a month.

It is obvious that, at this period, the Association could afford to spend very little, if any, money on propaganda, and it was Sir Arthur's generosity that brought the aims and objects of the Association to the knowledge of people in authority. He gave a number of presidential dinners—and his hospitality was on an almost lavish scale—to which were invited, amongst others, influential members of the Government and of the leading local authorities' associations, with a view to obtaining their support.

Sir Arthur's services on superannuation are well known. As hon. solicitor, he drafted NALGO's first Superannuation Bill somewhere about 1908, and he led many deputations to successive Presidents of the Local Government Board and Ministers of Health to plead the justice of NALGO's case. It was not until 1922 that these efforts met with success when he, with the support of two or three other members of the executive council, piloted the NALGO Superannuation Bill through Parliament.

No one who sat under his chairmanship, either as a member of the National Executive Council, or as a delegate to Annual Conferences, will forget his masterly handling of a meeting. He was most strict in his enforcement of the rules of debate, but his tact and good humour, coupled with his sparkling wit, made the meetings memorable.

Members of the NALGO staff must have many happy memories of his bounteous hospitality when he entertained them on their annual outings and on many other occasions, and a wide circle of local government officers —including, particularly, members of the executive council and of the Metropolitan district committee—will not soon forget the enjoyable hours spent at the many functions Sir Arthur provided for their entertainment.

A magnificent tribute was paid to him and his work when the Association entertained him at dinner in celebration of his knighthood. On no other occasion has such a distinguished gathering representative of Imperial and local government met under the ægis of NALGO. All present were there to do honour to a worthy gentleman, and Sir Arthur must have felt a proud man that evening.

Such was the man. We honour his memory. We remember him for the happiness he radiated, for the benefits he helped to obtain, and for his noble example which should be an inspiration to every officer. Nothing finer can be said of any man than that his greatest endeavour was to improve the lot of his fellow men and this in very truth can be said of our late lamented friend Sir Arthur Johnson.

National Whitley Council Considers Salaries, Bonus, and Service Conditions

FOR reasons unpalatable but obvious, the third meeting of the newly constituted National Whitley Council was held in Manchester on July 12. Attendance was surprisingly good, and great interest was taken in the heavy agenda of some 40 pages of business and reports. Approval was given to:

Sick pay schemes submitted by the Yorkshire, Lancashire and Cheshire and South-Western provincial councils;

Amendments to the Lancashire and Cheshire scales which will have the effect, amongst other things, of adding £30 to the general division maximum for men, with a proportionate increase for women;

Amendments to the Yorkshire scales for women; and

A comprehensive set of conditions of service submitted by the Southern provincial council, dealing with pre- and post-entry training, examination grants, hours of duty, holidays, sickness payments, subsistence allowances, and other matters.

The executive committee's report of the meeting on May 18 was approved. This dealt with many important matters, including recommendations for the reinstatement and rehabilitation of officers discharged from the Forces on grounds of ill-health or disability and unable immediately to take up duty. The employers' side readily appreciated its obligations, and a useful series of recommendations has resulted. The problem of the "scale and promotion" prospects of the officer taking up his old position is to be examined and reported upon to a future meeting.

The circulation of a statement setting out the scales of salaries operating in the 15 Provincial areas stimulated an examination of the question of uniformity, and the executive committee was instructed to consider and report upon any appropriate steps which might be taken in the future to secure less divergent standards.

A request from the County Councils' Association that the national and provincial councils should examine scales of salaries for masters and non-professional matrons of hospitals and institutions, was agreed to, and a special committee was appointed for the purpose.

Resolutions from the staff sides of provincial councils seeking an improvement in the cost-of-living increases and equality of bonus for men and women were keenly debated, and are to be further considered at a future meeting.

It was reported that Mr. J. H. Robinson, city treasurer of Leeds, had accepted the office of honorary auditor to the council.

L.G.O.s Who Turn Teachers Lose Pensions!

YOUR headline to Mr. Hassell's thoughtful letter in the July journal asks: "Why not L.G.O.s as Teachers?" I can answer it. I have made the experiment, and I wish to warn others against following my example.

I entered the public service some dozen years ago, from industry. A technical college wanted a specialist to teach a subject in which I had had much experience. Since there was not enough of this work to occupy all his time, he would be required to perform general non-teaching duties in the institution. I applied for the post, got it, was engaged as an established local government officer and entered the superannuation fund. This arrangement continued until the war.

After the outbreak of war the number of students for my particular subject fell off and I found myself becoming engaged more and more in odd-job work. Another, and larger, technical college was extending its department in my own subject, and wanted someone to take charge of it. I applied for and got the appointment.

I was engaged as a full-time graduate Burnham teacher on the technical scale. I received increments for my years of industrial experience and expected to receive like increments for my years of teaching in my previous job. To my surprise, I was told that I was entitled only to half-increments for my past years of service, since only about half my time had been spent in teaching. Non-teaching duties did not earn increments.

But worse was to come. I was further told that, since the Burnham scale did not recognise any service under the Local Government Superannuation Acts as qualifying for a pension, I had lost all the pension rights for which I had paid!

Further, since I was now too old to put in the minimum of thirty years' qualifying service under the Teachers' Superannuation Acts, I could not get any pension at all; the compulsory pension deductions under the Teachers' Superannuation Act would be returned to me when I was 65.

I then suggested that my appointment should be converted into that of a local government officer, so that I could carry on under my former pension scheme. Oh, no, that was prohibited by para. 4, part 2, of the First Schedule of the Local Government Superannuation Act, 1937.

I refused to believe that such a situation could arise—until NALGO's legal department assured me that it was in accordance with the appropriate Acts. I have since heard of another man, with a similar bent for teaching, who has done the same thing and who has got into the same position. There are probably more, since there has, I believe, always been a trickle of local government officers into teaching—men who did not realise, until too late, that they would lose their pension rights.

Under the exceptional conditions likely to arise under the new Education Bill, it will be increasingly desirable for this stream to swell. The main influx will probably be into "commercial" and "Young People's" colleges, rather than into "technical" colleges, many of which tend to confine themselves to scientific and technical subjects ordinarily outside the activities of most local government officers.

I cannot believe that Parliament ever intended that a public servant should lose all past and present pension rights should he transfer from one branch of the public service to another. Since a decade intervened between the passing of the two Acts, it is probable that the provisions of the earlier Teachers' Act were overlooked when the 1937 Local Government Act was being drafted.

Since the Board of Education does not seem inclined to take the initiative, by removing this penalty, in assisting the migration of local government officers into teaching, NALGO might itself consider the desirability of putting forward appropriate amendments to the Teachers' and Local Government Superannuation Acts. As the recommendations of the McNair Report will, presumably, need early legislation, the Association could hardly find a more appropriate time than the present in which to bring forward its proposals.

The matter is urgent, since it is probable that many officers, on demobilisation, will desire—and will even be urged!—to take up teaching in the national interest. Until some alteration in the superannuation law has taken place, however, they are unlikely to volunteer for transfer. Not those who read LOCAL GOVERNMENT SERVICE, at any rate!

Should NALGO take the matter up, I trust that the need for a retrospective clause will be borne in mind, so that those who have transferred during the war can look forward to a restoration of their pension rights.

TECHNICIAN.

READERS' FORUM

Letters for next month's journal—a special women's number—must reach the Editor, 24, Abingdon Street, London S.W.1., by Wednesday, August 16. It is hoped that women members will use this opportunity to discuss their problems fully.

Retirement at Sixty

AS an official appointed in 1905 (and a member of NALGO for most of my service) who has reached the age of 60, I feel that one of the next steps the Association should take is the inclusion in the Local Government Superannuation Acts of a clause providing for optional retirement at 60 after less than forty years' service. This is similar to the position in the teaching service—optional at 60, compulsory at 65. While I myself am feeling fit, I regard 65 as being too old for the majority of officers.

"STAMFORD."

Mossley, Nr. Manchester.

EDUCATIONAL REFORM

An "Apprentice College"

NOW the Education Bill has passed through Parliament after much discussion, the chief topic of which seemed to be equal pay, may I, as a parent, make a few suggestions which in my opinion would be for the benefit of both education and industry?

My first is the abolition of the matriculation examination and its replacement by a strict examination of a child's records and reports from infancy, to be judged by a committee of headteachers appointed by the director of education, or local education committee. On the result of this the child should be placed in one of three grades:

GRADE A.—Children for whom the committee advises further education, with a view to entering a university to train for the teaching or other professions, every necessary assistance, including money grants, being given;

GRADE B.—Children unfitted for an academic career, but likely to benefit from technical training, to be given, from the age of 14, and with parents' approval, in an apprentice college, where they would remain for two years; these colleges to be run and staffed by the Employers' Federation and the Trades Union Congress, the cost being equally shared by the Ministry of Labour and the Board of Education, and the children, after training, being drafted into industry through the various trade unions, in co-operation with the local authorities' employment bureaux, which should keep the local employers' register for labour requirements.

GRADE C.—Children of lower mentality, or whose parents, after consultation, decided not to take advantage of grades A or B; these would leave school at 14 and fill the unskilled jobs for which there will always be a demand.

There is no question of compulsion in this scheme and I consider it waste of public money to try to educate children whose school records show that no useful purpose would be served by their remaining at school after 14. The cost would be less than that of the present scheme of compulsory education to 16, for the scheme would ensure that the best brains went into industry and the professions, and that we should retain our leading place in post-war trade and industry.

Essex. EDWARD GAZLEY.

ARE WE SNOBS?

"Artificial Dignity"

AFTER nearly four years in the Army, I am getting a new angle on local government service. When orderly room N.C.O.s first asked me what was my job in civvy street, I used to answer "local government officer," but nowadays I usually reply "local government clerk" because that seems more nearly correct.

I do believe that we local government clerks and officers are snobs. Generally speaking, we try to keep up appearances as though we are civil servants, which drives us into a cramped way of living, because we are not paid so well as our central government colleagues.

The artisan who earns four pounds a week may patronise the shilling seats to see Deanna Durbin, but the local government clerk, whose salary of £200 a year works out at less than four pounds a week, but sounds more impressive, would lose face if his seat cost less than three-and-six. In time, as our salaries slowly rise, we develop an artificial dignity which will not permit us, for example, to buy fish and chips in a local shop, or to ride bicycles with drop handles.

We insist (or is it our wives who insist?) on having a detached house set in the little colony where bank managers, bookmakers, and others of the wealthy classes live. However difficult we find it to pay our way in such an expensive home, we would never submit to having a lodger. A paying guest, perhaps . . .

Our problem may be solved for us after the war. In Portal houses, with utility furniture and Spam for tea, we shall have to rub shoulders with the world; if we wish to keep up with the rest, or forge ahead of them, we must rely upon our own individuality, strength of character, and breadth of vision.

It is proper to invest local government work with dignity, to keep it free from reproach, and to convince ratepayers that the business of the council is conducted in a trustworthy way. But let us have more local government officers discarding their black coats, cocking their hats at a friendly angle, and behaving like part of the warm flesh of the country instead of convincing themselves all the time that they are its backbone.

"Pte. HEEP."

STAFF INTERCHANGE

A Successful Experiment

WITH reference to your comment in the June journal (page 102) on the desirability of some interchange between local and central government staffs, it may interest you and Mr. G. D. H. Cole to know that, in consequence of altered trade conditions, the Port of London Authority in 1940 found itself with a large number of staff to spare. After negotiations, members of the P.L.A. clerical staff were "loaned" to other undertakings, including the London and Middlesex county councils, the Admiralty, Ministry of War Transport,

nistry of Food, National Dock Labour
rporation, Esher and Gravesend councils,
Metropolitan Water Board, Greenock
rbour Board, and the Port of Bristol.
Some were sent at the special request of these
dertakings because of the special knowledge
y had of particular work; but others were
led upon to take up work of an entirely new
e, with little or no opportunity of getting
truction from those who had previously
en doing it.
On all sides, from the "borrowing" employer
d from the P.L.A. alike, we have heard
thing but praise for the keenness and
aptability of these officers, and now that the
thority has found it essential to recall some
them, the war-time employers have expressed
gret at losing them.
Should Mr. Cole like to have more inform-
on on this matter, the P.L.A. through its
blic Relations Officer, would no doubt be
lling to give any assistance which might help
this aspect of "interchange."

F. J. WINCH,
Hon. Secretary.

P.L.A. Upper Division
Staff Branch.

ALARIES IN SOMERSET

A Fair Exposure"

T is encouraging to see that in the June
journal, under the heading "All This—and
eaven, Too," you have at last exposed salary
nditions for appointments in Somerset.
It is fair exposure, and might be applied also
other departments. In the county surveyor's
partment, for example, the assistant district
rveyors (technical assistants) were, until
cently, started at the magnificent salary of
50 p.a., rising to £200 if they were fully
alified.
Such salaries have been in force for much
o long, and the chiefs of departments (most
them members of NALGO, and vice-
residents, etc., of the county branch), whilst
pparently satisfied with their own positions,
ave failed to practise what they preach with
gard to the lower-paid members of their own
affs. The time was never opportune, according
one chief.
The answer presumably should be the local
int committee. But do these committees,
here they have been set up, really function as
tended? I fear that the staff representatives
ave an unequal battle to fight, especially
hen some, for selfish reasons, do not pull
eir weight for fear of losing credit for them-
lves, while others, junior officers, may be
luctant to follow an independent line for
ar of victimisation. But perhaps Somerset
unfortunate in this respect also.
This is not a pleasant picture of local
overnment service in this smiling county, but
hope that it will expose some hard facts.

"SQUASHED."
Somerset.

WHITEHALL RULE DANGER

Lessons of Egypt and Italy

THANKS to my branch secretary, I have
just received the February copy of
L.G.S." and note the concern of NALGO
ith the increase of Whitehall rule.
Having seen the evil results of centralised
dministration in Egypt and Italy, with the
orresponding loss of local interest and initi-
tive, I certainly do not want to see it in
ritain. Italy is still suffering from this loss of
ocal initiative. Mayors and local officials
ppear incapable of dealing with the problems
nvasion has brought them, since about the
nly thing they were allowed to do on their
wn under centralised Fascism was to erect
unicipal opera-houses.
In Egypt, one has only to contrast the fine
ity of Alexandria, under an energetic munici-
ality, with Cairo under the rule of several
gyptian Government departments. The com-
laints of those few Cairo citizens interested in

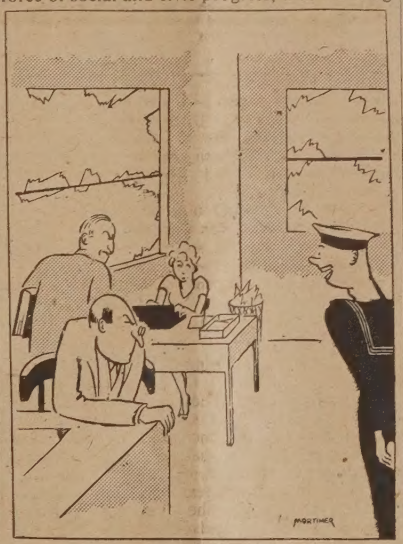
(Continued at foot of next column)

From My Bookshelf—For Yours

By EDWARD KAY

Education for a New Society, by ERNEST GREEN, M.A., J.P., general secretary of the W.E.A. (Routledge, 5s.)—A cogent study of education and social change, in which Mr. Green, after showing how, in the past, education has confined itself to preparing the child to live within the existing social structure, whatever its anomalies and evils, calls for a more progressive policy.

Education, he urges, should strive to develop the will and the ability to stride forward; foster civic consciousness and the sense of civic responsibility; and be the driving force of social and civic progress, thus ensuring



"Hello! What's Buzzin'?"

that social change shall be based on sound knowledge and intelligent appreciation of values.

Only through equal and adequate educational opportunity for every man, woman and child, can such a purpose be fulfilled, he declares, for: "The new society will have to face fundamental problems, just as the old one had to face them, with the difference that while today social initiative and action depends upon a small minority of the people who have had the good fortune to be equipped for the task—or who have struggled against all odds to equip themselves—equality of educational opportunity and a conception of values in the content of education suited to a new society, will produce men and women educated for responsibility and capable of living the way of life which makes democracy a reality."

A book for all interested in education and in the nation's civic and social future.

How to Build the Houses? *We Can Build all the Houses* is the challenging title of a pamphlet by Luke Fawcett, general secretary of the Amalgamated Union of Building Trade Workers (Crescent Lane, S.W.4). The significant word is "*we*," meaning the building workers skilled in the use of stone and brick and traditional methods. No temporary houses or prefabrication for Mr. Fawcett! Given good will and good organisation, he believes they can build houses, schools,

(Continued from preceding column)

local affairs about financial and other matters, such as the mysterious disappearance of shade-trees from the hot streets, are usually ignored or stonewalled by reference from one department to another. Minor contrasts are that Alexandria has public baths, street lavatories, libraries, and a town-planning department, while Cairo is lacking all these amenities.

"DESERT RAT."
(Gloucester C.C. branch).

factories, shops, offices, etc., without recourse to temporary construction. Mr. Fawcett's enthusiasm is commendable, but he does not support his beliefs with enough evidence. It is not enough to point out that Russia has reorganised her building industry and achieved miracles of reconstruction; and that our own Air Ministry has in five years erected 1,000,000 buildings and laid down concrete tracks equivalent to a 30-foot road running from here to Pekin.

Nations at war have achieved marvellous records, but Mr. Fawcett seems over-optimistic in believing that what he calls the "power of will and the common purpose—the positive, urgent pursuit of the common objective" will be equally effective when we return to profit as the main economic motive after the war.

Second-class Citizens? Not only do many old-established laws embody differential provisions between the sexes, but even wartime legislation contains some examples of discrimination against women. The fervent advocates of sex equality who constitute the Women's Publicity Planning Association (14, Dartmouth Street, S.W.1) have got together, in a small 1s. 6d. book, particulars of the "thirty Acts of Parliament" in which "Britain has one law for men and another for women." It is called *The Equal Citizenship (Blanket) Bill* because its authors seek to remove sex discrimination by a general or "blanket" Act of Parliament designed "to establish and maintain equality before the law for all citizens without distinction based on sex." It is brightly written by Miss Dorothy Evans and has a preface by Mrs. Rebecca D. Sieff eloquently protesting against laws which brand millions of women, in spite of logic and wartime sacrifices and heroism, as second-class citizens. The third edition, now out, includes, besides some informative material about war-time legislation, a commentary on Scots law.

Electricity—a Battle-Ground. The manœuvring for position in the battle for post-war control of electricity has produced a series of conflicting pronouncements from representatives of private interests, local authorities, technicians, and sociologists. The Labour Research Department (6, High Holborn, W.C.1) has done well to produce at sixpence a forty page booklet, *Electricity: Public versus Private*, summarising the arguments and giving a mass of statistical and financial facts on which the ordinary reader may base a considered judgment. It is "in no sense a policy document—it simply aims to sketch in the main facts about the industry, to explain briefly the issues at stake and to analyse the main points of view." Though written from the consumer's point of view and therefore critical of the great power companies with their high selling prices and high profits, it gives their side of the case in their own words. The local authorities and the consumers will have to put up a strong fight to ensure control of the industry in the public interest: this pamphlet provides munitions for the battle.

Australian Public Service. The publication of a research volume by the Institute of Public Administration is always interesting to those who concern themselves with the way the public services are managed; and when the theme is staff recruitment, one can be sure there will be some useful material for readers in the public service. Mr. Robert Parker's *Public Service Recruitment in Australia*, published a year or two ago in Melbourne, and now available through the I.P.A. (Palace Chambers, Bridge Street, S.W.1) and the Oxford University Press at 10s., provides a good occasion to review our own standards.

It is an elaborate and painstaking work, not easily written, but the patient student will benefit if he perseveres. He will find that the Australian service (unfortunately Mr. Parker limits himself to the civil service and ignores local administration) does not differ in essentials from the British; there is the same history of the triumph of open competition over patronage and of repeated attempts to adjust recruitment methods to changing educational standards. An exceptionally interesting section deals with the "administrative cadre." In Australia there is nothing comparable with the administrative class of the British civil service and the graduate occupies no special place in the scheme of things. Mr. Parker thinks he should, but in his carefully worked out set of conditions he includes the vital one that "any reform in this matter must . . . conform to the democratic standards of the existing Australian community: this implies equality of educational and Service opportunity." Subject to that proviso, few would resist the recruitment of as many university entrants to the public service as it can usefully employ.

MUCH COWSLIP has always been classified as a "safe" area. Buttercup Magna, seven miles away to the south-west, was listed as an evacuation area in those happy days when bombs fell but did not fly. Naturally enough, we resented such discrimination and the sneering implication that we were nestling in unheroic security while the people of Buttercup Magna braved all the horrors—or at any rate nerved themselves to brave all the horrors—of what Germany calls war. Indeed, after the Much Cowslip blitz of June 13, 1941, when a damaged Junkers 88 jettisoned six highly explosive high explosives on us, the Clerk protested sharply to the Ministry of Home Security about our retention on the list of "safe" areas. Our six bombs, he pointed out, when related to the number of our tiny population and the buildings within our narrow confines, gave us the honour of being the most heavily bombed local authority in all England, per head and per house. The fact that only Gollop's pigsty suffered damage was a Providential irrelevance, and in our view did not affect the Clerk's assertion that it was "statistically absurd and an offensive disregard of the heroism with which this area withstood its ordeal" to retain us on the "safe" list while Buttercup Magna—whose population had heard no bombs but ours—enjoyed the unearned prestige of classification as a danger zone. The Home Secretary, a man named Morrison, replied politely that "the matter referred to" would be reviewed "in the light of further experience." Unfortunately we have never been bombed since, so there "the matter" rests.

Hence, when the ingenious German, clinging to his obsession that somehow he can yet win by breaking civilian morale, and faced with the fact that his pilots couldn't fly to England and back, suddenly produced the flying bomb he has been making instead of the planes his troops so sorely need, ours was one of the areas warned to be ready to receive London evacuees, as we were beyond the maximum range of the new projectiles. The effects of this latter information were surprising. Tin hats ceased to be gents' daily wear, the Widow Pottle resumed sleeping in bed instead of under it, and Postlethwaite was heard to declare firmly that he for one was not going to be intimidated by a terror weapon of that kind. Meanwhile, the Clerk and I checked up on our old scheme for receiving evacuees.

Our experience during the bomb blitz three years ago was little guide. We were similarly notified then, but afterwards an element of confusion crept into the instructions and the eventual position was that, after we had evacuated our children to Buttercup Magna and they had sent theirs to us, one small boy from Market Risborough arrived in the care of fourteen teachers and a policeman. After three months we quietly sent him back (to the relief of his parents, who thought he was at a cinema and were beginning to be concerned about his non-return); exchanged children with Buttercup Magna again, to everyone's satisfaction; and returned thirteen teachers whence they came. The other had married the policeman, and they live to this day in Dean's Cottage by the canal. Only a few days ago I asked the officer what his duties were, and all he knew about it was that his weekly pay envelope is sent by post and marked "Seconded to A.R.P.—Acting Sergeant." In the circumstances we felt justified in enlisting his willing help in perfecting our arrangements this time.

Much research was necessary before we unearthed a copy of the original scheme, labelled "Details of Operations for Reception of Evacuees—Highly Confidential." Actually, it was in use in the "Lamb and Lion," where darts scores were being kept on the reverse sides of the pages. How it got there one cannot surmise. To our consternation it reminded us that the official Rest Centre of those days had now become the Staff Canteen—or rather the proposed Staff Canteen, since nothing had actually happened since the Council, in May 1942, agreed in principle to its conversion. To begin to use it again as a Rest Centre would, we feared, destroy what faint hopes remained of it eventually becoming a Staff Canteen; besides, we should have to move the billiard table.

A suitable alternative was not easy to find. Farmer Gollop's barn, assuming that the roof was repaired and our Rodent Operative persuaded the rats to leave, might have served, but the billiard table problem arose in another form—where were his pigs to go? They had lived there comfortably since our blitz destroyed their original home, and, as Gollop logically argued, they were as much bombed-out as anybody. In any case, our breakfast tables were too dependent on Gollop's goodwill to risk offending him. The pigs must stay.

Miss Legge, with a flash of that feminine insight which occasionally compensates for the inability of her sex to grapple with a problem such as this in the calm and calculating manner of the male, saved the situation by asking whether we needed a Rest Centre at all. A moment's thought convinced us that, since every house in the village lies within a hundred yards of the station—and, indeed, of every other building for that matter—no great hardship would be entailed in transferring our guests direct from the train to their respective billets. The Clerk, who feels his responsibilities as A.R.P. Controller keenly, was obviously reluctant to depart so openly from the official method and (as he confided to me afterwards) was concerned lest news that we were not using a Rest Centre might reach higher authority and bring a request for the return of the blankets provided—a serious prospect for the staff who had borrowed them, in view of the unseasonably chilly weather in the straits of Dover.

We compromised by designating the station waiting room as the Rest Centre, prevented Sam Spark, the porter-stationmaster, from wiring Paddington for approval by convincing him that the arrangements were much too secret for that, and installed a tea urn. Cups were unobtainable, and an assortment of jam jars was collected. Repeated experiment, however, proved that there is no method by which hot liquids may be introduced into an unheated jam jar without inpairing the cohesive qualities of the latter. We gave it up in despair and left it to Miss Legge to decide whether cold tea in a jam jar was better than hot tea sucked through the spout of a tea urn.

The actual billeting was easy. The recollection of our own night of terror—particularly the ten seconds when our bombs fell—opened every heart and door. Notes were made of particular points to be borne in mind—as, for instance, that the Widow Pottle has fourteen cats and a recurrent passion for gin, so that anyone accepting her hospitality would need to be tolerant of both. Councillor Mrs. Gauche put in a strong plea for a "good fourth," but as Postlethwaite, who himself concentrates on dominoes at a halfpenny a knock and a penny a domino, forgot to ask whether she played auction or contract, we were handicapped. Councillor Gumble, to everyone's surprise, said he preferred children "so they can help themselves from the sweet counter." The Vicar's mild suggestion that, while anyone would be welcome, he would prefer an Old Etonian so they could talk over old times, was obviously based on a misapprehension, while Major Fitzwalk FitzGallop's demand that anyone who came to him must be able to "take his wine like a gentleman, dammit" was promptly withdrawn when we told him women and children were expected.

Perhaps the most surprising incident was the visit to the Council offices of Mr. Luke Watchit, secretary of the local Ratepayers' Association, editor of the "Buttercup Advertiser," and our inveterate foe. Blatherpatch, who favours direct methods and has a crude idea of public relations policy, "accidentally" tripped him down a flight of stone stairs, which was a pity as it transpired the unfortunate man had come to offer his help. However, his mishap rendered him incapable of active assistance for some days, so we had to take the will for the deed.

Eventually all was ready, even to the appointment of a reception committee who were to address the visitors on the station platform and give what in a larger authority would be called a civic welcome. Then came the telegram: "Clerk, Cowslip. Evacuees arrive 11.30 a.m. R.P.—Morrison." A further telegram ten minutes later read: "Reference arrangements for the reception of persons evacuated from areas under enemy bombardment by pilotless planes I am directed by the Minister to advise all Clerks to Councils, Town Clerks, A.R.P. Controllers, and the man who wipes the window on Bootle lighthouse, that in all communications emanating from this office bearing reference number Evacuees/1216 LJ/Definitions, the letters R.P. are to be read as though the words Railways Permitting had

(Continued at foot of next page)

AT RANDOM—By "Hyperion."

"See how he lies AT RANDOM carelessly dif-
ed . . ."—*Samson Agonistes.*

ydrogen Philosophy

1. The experiences of the inhabitants of Southern England" with Hitler's flying bombs minds me of the professor who, asked during e 1940 blitz how he kept so healthy and happy ile his friends looked sick and gloomy, replied: For me it is easy. You see, I am a mathe-atician, so I remain where I am . . . safe, sound d happy under the impregnable arched roof of obability."

2. On the other side, there's the story of the merican soldier who, finding a tobacconist oking very frightened as one buzzed over, tried rally him with: "What have you got to worry out? Have you ever thought what the odds are ainst your tiny shop being hit, out of the whole London ?" "Don't talk to me about odds," oaned the tobacconist. "I won the Irish eep !"

randpa Samson

The house had had a direct hit. The warden, king a roll-call afterwards, found everybody fe and present save Grandpa. "The trouble is, 's stone deaf," said his daughter. "We have write on a slate when the siren goes. I showed m the slate, but he went to the bathroom." they dug where the bathroom had been and und Grandpa, little hurt but very querulous. Wait till I get that plumber," he shouted. I just pulled the chain—and the whole house ll down !"

ose Evacuees

1. The party of evacuees had just arrived at a ncashire town when the siren went.

"It's all right, sonny," said the policeman one. "They're just trying it out."

"Cor," was the reply, "where I come from ey're wearing it out !"

2. In another provincial town, the small boy d been welcomed in his new home.

"What time do the sirens go ?" he asked.

"Oh, we don't have any sirens here," his stess replied.

"Then when do you go to the shelters ?"

"We don't go to any shelters."

"Blimey, what a b—— hole !"

Manchester Guardian

vised Version

"*Praise the Lord—and keep the engine running* !"
—"Peterborough" in the "DailyTelegraph."

ho Would Believe It ?

The most distant universe yet discovered, nounces Mount Wilson Observatory, is moving ay from ours at the rate of 24,000 miles a cond.

ue Story

Mr. Jones was telling a man that someone he d known had been cremated.

"Oh," said the man. "And where is the mamery ?"

(Continued from preceding page)

en written in full in their stead.—A. St. ger Joffilant, for the Minister."

They arrived exactly on time, but as they me by motor coach all our arrangements at e station fell through. The uncivic welcome, owever, left nothing to be desired, until it was en that only fourteen children had been sent. illets having been obtained for forty, acri-onious dispute arose as each insisted on king at least one child. Fortunately, the lerk arrived panting from the station in time assert "on his honour as a gentleman"—a rase which put everyone in high good mour—that another 26 were on the way. he fourteen children, fussed and petted by l and sundry, were triumphantly escorted way by their temporary hosts and I sent off telegram immediately: "Morrison, Home ffice. Send 26 more PDQ. TTFN. Clerk, owslip."

Ten minutes later I sent another. "In all legrams emanating from Much Cowslip DQ and TTFN are self-explanatory. RSVP. ohn J. Jackass, for the Clerk."

I suppose I should have sent them another explain the RSVP. At any rate, I haven't ad a reply yet.

Who is Winning the War ?

When the Gallup Poll asked: "Which (country) has done the most toward winning the war ?" Americans replied: U.S. 55 per cent, Russia 32 per cent, Britain 9 per cent, China 4 per cent. Britons, asked the same question, replied: Russia 50 per cent, Britain 42 per cent, China 5 per cent, U.S. 3 per cent.—*Time* (U.S.A.).

Life

G. K. Chesterton once compared modern life to a man who got into a taxi, told the driver to drive like blazes, but forgot to tell him where to go to.

How right he was—except that, to-day, the Americans get all the taxis !

The English

These are the Heroes who despise the Dutch
And rail at new-come Foreigners so much ;
Forgetting that themselves are all derived
From the most scoundrel race that ever lived,
A horrid Crowd of Rambling Thieves and Drones
Who ransacked Kingdoms, and dispeopled Towns
The Pict and Painted Briton, Treach'rous Scot,
By Hunger, Theft and Rapine hither brought ;
Norwegian Pirates, Buccaneering Danes,
Whose Red-haired offspring ev'rywhere remains ;
Who joined with Norman-French composed the Breed
From whence your true-born Englishmen proceed.
—DANIEL DEFOE.

William Had a Word for It

Shakespeare knew all about war-time travel:

LEONTES: . . . 'Tis not a visitation fram'd, but
forc'd
By need and accident. What train ?
GENTLEMAN: But few
And those but mean.
—"*The Winter's Tale*," *Act v. sc.* 1.

Food Facts

Alleged to have killed and eaten a sheep he caught in his garden, A— B— received a month's imprisonment. The offence was discovered by a policeman observing the lamb crying outside B—'s house.—*News Item.*

Deyhdrated frogs are being imported for Scottish people to eat.—*Mr. A. Sloan, M.P. (Lab. Ayr and Bute) in the House of Commons.*

The Height of Specialisation

Pots, Chamber, plain
Pots, Chamber, with Admiralty monogram in blue, for hospital use
Pots, Chamber, fluted, with royal cipher in gold, for Flag Officers only
Pots, Chamber, round, rubber, for lunatics
—*From Admiralty Stores List.*

Basic Whitehall

(To be intoned at a steady and sustained rate of delivery.)

"1. The Control of Tins Cans Kegs Drums and Packaging Pails (No. 5) Order, 1942 (a), as varied by the Control of Tins Cans Kegs Drums and Packaging Pails (No. 6) Order, 1942 (b), the Control of Tins Cans Kegs Drums and Packaging Pails (No. 7) Order, 1942 (c), the Control of Tins Cans Kegs Drums and Packaging Pails (No. 8) Order, 1942 (d) and the Control of Tins Cans Kegs Drums and Packaging Pails (No. 9) Order, 1942 (e), is hereby further varied in the Third Schedule thereto (which is printed at p. 2 of the printed (No. 6) Order), in 'Part 11. Commodities other than Food, by substituting for the reference '2A' therein, the reference '2A(1)'; and by deleting therefrom the reference '2B'".

2. This Order shall come into force on the 25th day of August, 1943; and may be cited as the Control of Tins Cans Kegs Drums and Packaging Pails (No. 10) Order, 1943; and this Order and the Control of Tins Cans Kegs Drums and Packaging Pails (Nos. 5-9) Orders, 1942, may be cited together as the Control of Tins Cans Kegs Drums and Packaging Pails (Nos. 5-10) Orders, 1942-3."

For the benefit of those too dumb to get it at a glance, the Department has thoughtfully provided a translation: "The above order enables tinplate to be used for tobacco and snuff tins other than cutter-lid tobacco tins."

Solemn Thought

If you called at a new pub every day it would take you fourteen years to complete a London pub-crawl.—*Robert Sinclair.*

Local Government Post-bag.

Sir,—Please cancel the wedding of March 11th between myself,—— —— and —— —— as I find out that he has not got a ½ to his name and has deceived me wright through.

Dear Miss,—Would you oblige me by giving this little girl two romantic spicy novels ? And oblige.

Rehousing

The council of a town in the north of England recently moved a respectable family—father, mother, two daughters and a son—out of a derelict cottage into a neat little council house; two rooms and scullery downstairs, three bedrooms up. A few weeks after the move, an official looked in to see that everything was all right. "Well, Mrs. X., all settled in now ? How do you like the new quarters ?" "Oh, very comfortable indeed. We like them fine. When are the upstairs people moving in ?"

Which reminds me of the story in Mr. Hill's book, "The Local Government Officer," of the man who, after trying and failing in many jobs, got a post as collector of money from gas meters. After a month or so he got a letter asking why he had not called at the town hall for his wages. "Heavens !" he exclaimed. "Do I get wages as well ?"

DREAM ?—OR PROPHECY ?

By TOM SCARLETT

SCENE

The borough finance committee, the treasurer presenting the monthly accounts.

CHAIRMAN: We now proceed to the next item on the agenda—a petition from the finance department staff for increased salaries, with a letter from N A L G O suggesting the scales which should be adopted (cheers), and I call upon our dear treasurer to present the case. (Hear, hear !)

TREASURER (with emotion): Mr. Chairman, ladies and gentlemen, this matter has caused me many sleepless nights wondering how the members of my staff, many of them married and with young children, exist on their present pay. (Cries of shame !) You will note, Mr. Chairman, that I have not signed the petition myself. That is because my present salary of £1,500 is more than adequate for what I do. I, after all, am but the figure head. My staff do the actual work for which I, alone, apparently take full credit. (Cries of "hear, hear!" immediately corrected to "no, no !" then "yes, yes!" terminating in uproar.)

CHAIRMAN: Order, please ! Order !

TREASURER (proceeding): What I should have done, Mr. Chairman, without my beloved cost clerk, Smith, I really don't know. The way he has tackled this new "Catch as Catch Can" method of income tax deduction is simply astounding. But I am afraid he is going into a decline through the many late hours he is forced to work. (Exclamations of sympathy.) However, with your permission, he will come before you and state the case of the staff. May I fetch him, Mr. Chairman ?

CHAIRMAN: Certainly, by all means.

While the treasurer is fetching Smith, the Clerk reads the petition and the committee unanimously recommends that salaries of the clerk and treasurer be raised by £100 each, that N A L G O's proposed scale of salaries be adopted, that Smith be granted three months' leave of absence to recuperate, with an honorarium of £50 to meet his expenses. Re-enter treasurer, with Smith. The committee rise as Smith approaches the chair.

CHAIRMAN: Ah, here is our dear Smith, now sit down Smith, you are looking none too well. Don't trouble to address us Smith, we know all about it, and have decided to recommend the adoption of the N A L G O scale of salaries, retrospectively from the first of April last year.

SMITH (haltingly, and in a feeble voice): "Oh thank you very much, sir, I hardly know how to express——"

CHAIRMAN: Don't trouble, my dear boy, I quite understand. (Smith begins to withdraw.)

CHAIRMAN: Oh, just one other matter, Smith, before you go. The committee have granted you three months' leave of absence on full pay to enable you to recover your health, with an honorarium of £50 to meet your expenses.

Smith faints and is carried out of the room by Councillor Miss Pipp, principal of the local high school for girls, while the committee stand with bowed heads as a mark of respect.

And all this was caused by a pint of winkles with bread and margarine at a late tea at home

When the Warriors Return: Curtain at Bingley: Making Tomorrow's Citizens

By "ABINGDON"

REINSTATEMENT of local government officers "back from the war" is, after national salaries, possibly the biggest problem facing the service today, and it is encouraging to see that it is being tackled locally, by branches, as well as nationally, by the N.E.C. and the National Whitley Council.

Most ambitious approach I have yet seen is that by the **Surrey County branch**, which has sent a questionnaire to all its members in the Forces. In a covering letter, the branch officers divide the major needs into two:

To make good the lost years of those who were juniors in 1939 and who, but for the war, would by now have been sorted out by performance and examinations; and

To deal with those who were called up from the general grade, an abnormal number of whom are now at, or are approaching, the maximum of £260 p.a.

Recognising that no constructive proposals can be made without full knowledge of all the circumstances, the letter then puts to each serving member a number of questions. He is asked the state of his professional studies before joining the Forces, whether he has continued them while on service, or proposes to do so afterwards; whether his wartime work has had any relation to his peacetime job; whether, on return, he would like to transfer to another department or to engage in relief or rehabilitation work abroad; whether he gets information about Government retraining plans; and so on. Finally, he is asked for his general observations.

Already, I hear, the appeal has met with a full and warm response from members in the Forces, including some overseas, and replies are coming in quickly. While it is yet too early to draw conclusions, one point emerges clearly: the need for the fullest possible retraining before men who have been five years in the Forces will be able to compete on level terms with those who have spent the war on the home front.

A Joint Approach

ANOTHER branch which is tackling this problem vigorously is **Great Yarmouth.** There the town council has agreed that its establishment committee should draw up a scheme of reinstatement in collaboration with the local joint committee. The latter, a particularly energetic and successful body, is to do all the preliminary work of collecting information and preparing proposals. For its manual workers, the council has set up a joint sub-committee of four councillors and four representatives of the workers.

No doubt other branches are considering this problem. All should be doing so, and I hope that the example of Surrey and Yarmouth—of whose progress I hope to report from time to time—will spur any laggards into activity.

Post-War Relief

MANY members have written to headquarters lately about the prospects of engaging in post-war relief work under Civil Affairs, U.N.R.R.A., or one or other of the voluntary organisations—a point touched on in the Surrey questionnaire. We have had to tell them that the prospects are not bright. Civil Affairs, which is a branch of the Army, did accept a number of local government officers in the early days, but suspended civilian recruiting nine months or more ago, and since then has taken all its men (women are not employed) direct from the Forces. U.N.R.R.A. wanted local government officers some time ago and had planned, through the Ministry of Health, an approach to local authorities, but has since, apparently, changed its mind, and the projected approach has never been made; possibly because it is felt that local government officers will be more urgently needed at home.

In the absence of Ministerial support, NALGO cannot recommend either service to its members. Service conditions and prospects, in U.N.R.R.A. especially, seem to be far from good (most workers are apparently expected to serve in a semi-voluntary capacity, on a basis of expenses only), there is no guarantee of tenure and, most serious, there is no assurance that superannuation rights will be safeguarded. The line the Association has taken is that, if U.N.R.R.A. wants local government officers, it should be prepared to offer them adequate salaries and conditions, together with an assurance that their careers shall not be jeopardised. No such offer has yet been made. I therefore advise members wishing to volunteer for U.N.R.R.A., in their own interests, to write to headquarters before committing themselves.

"Er, have you a vacancy for a temporary clerk?"
Inspired by the enterprise of Southampton branch, which has just launched a music section.

Bingley Capitulates

THE **Bingley** farce has ended. The curtain was rung down on June 26, when the local council, after hearing that six further writs for arrears of war pay totalling £895 had been served, accepted the advice of its finance committee that it should rescind its previous resolutions refusing to meet these claims, and in future abide by the award of the National Arbitration Tribunal.

One member of the staff, Sgt. Perfect, has died on active service in Burma, and the finance committee recommended that the amount due under the award up to the date of his death be paid to his widow. Councillor Angus Jowett, chairman of the finance committee, while still opposing the general recommendation on the ground that to make up war service pay was "unjust, inequitable, and unreasonable," added that as soon as he heard of the death of Sgt. Perfect, he suggested that the council should make up his pay—"the first and only time I have given a vote in favour." It is a sad reflection that, apparently, a man must die before he can obtain Councillor Jowett's sympathy.

Claims made so far on behalf of eleven members at Bingley total £1,425, and the council has paid £90 in costs arising out of them. Other claims were being prepared when the council capitulated.

It is still, however, trying to play the part of Ajax, and has decided to present a petition to Parliament seeking legislation to annul the effect of the Bolton Judgment and to restore to local authorities their discretionary powers—this, notwithstanding the firm stand taken by the Minister of Labour last year when he reminded a deputation from a group of local authorities that most authorities had decided voluntarily to make up the service pay of their employees, that the various Joint Industrial Councils had approved the policy, and that it was being followed by the Government, by many public authorities, and by individual employers. Mr. Bevin concluded: "I am unable to agree to any proposal to amend the [National Arbitration] Order to exempt local authorities from its operation, either generally or in the matter of making up war service pay." There is no reason to suppose that the Government will go back on that decision.

Telling the Citizen

MORE local authorities—often under the stimulus of a go-ahead NALGO branch public relations committee—are both recognising the need to interest citizens in their work and doing something about it. Of recent examples, one of the most hopeful is that of **Winchester**, which has just appointed a joint committee of council and staff, with the branch public relations officer, NORMAN BROOKS, as secretary, to draw up a public relations campaign. Mr. Brooks has some most ambitious plans, of which I hope to report more fully later.

Children and young people generally provide, of course, one of the most fertile and valuable of all fields for public relations work. They are curious, eager, and enthusiastic: to give them a real interest in citizenship today is to lay the foundations for better local government tomorrow. It was in recognition of this that ALD. E. C. WARD, of **Cheltenham**, last year gave £500 to the council, to encourage the young people of the town to take more interest in civic life. It has now been decided to award the interest from this sum—£15—as a prize for the best essay written each year by a pupil of Cheltenham Grammar School for boys and Pates Grammar School for girls on some subject connected with citizenship. The prize will go to each school alternately, and the first has been awarded to Peter Long, aged 17, this year's Grammar School Captain, for a workmanlike survey of a Cheltenham parish, the preparation of which must have taught him much about the social and civic life of the area.

The Young Idea

ON similar lines is the essay competition, held annually, for schoolchildren in **Fulham** and financed from a sum of £175 subscribed as a memorial to the late Councillor J. A. da Palma. There are two classes—for over 14s and under 14s, and this year four prizes were given, two of £1 10s. in the first class and two of £1 in the second. The essays, for which the children were prepared by lessons in the schools, reveal a genuine interest in civic activity and a refreshing, if unorthodox, appreciation of the relative importance of councillors and staff, as these extracts show:

(From a conversation mentioning ten things done by Fulham borough council, by a girl of 14): "'An ever such a nice young man brought our Peg home, Bill,' she told him. 'He works in the Town Hall and 'cos he don't arf 'ave to work 'ard.'"

(From a story on the same lines, by a boy of 13): "The head man of the borough is the mayor: he is the most important man of the borough. Then come the town clerk and the councillors."

(From a similar story, by a boy of 13): "The men who I think are most important are the dustmen . . . without them . . . there would be people dying hour after hour. Next there is the roadsweeper. . . . Now think what it would be like if there were no counsorlers to sujest some of these things that would be worse than any of these other people I have described in fact there would not be these other people because there would be no employer and most likely all these men would be ill with a decease of some kind or other or perhaps they would all be dead."

Candid Critics

IN Yorkshire, too, they are interesting their young people in local government. Officers of **Otley** U.D.C., for example, recently gave a series of W.E.A. lectures on local government, culminating in a visit by 30 of the students to a council meeting, while in the neighbouring district of **Horsforth**, G. W. BOYES, clerk to the council and branch president, concluded a series of lectures to members of a youth centre by inviting 30 of his pupils to a meeting of the council. I hope that the meetings impressed the visitors more favourably than did those of another council (which shall be nameless) to which schoolboys were taken. Wrote one, more frank than kind:

"Most of the people there were old. The councillors started by making small speeches as to what to do first. Most of the time they were interrupting each other."

How true—and not only of local authority meetings! But perhaps the policy of inviting candid critics to hear them will work in two ways, enlightening the citizens and spurring the councillors to more cogent and constructive debate.

Halifax Sets the Pace

I have already referred to the magnificent achievements in the lecture field of ERNEST HOLT, public relations officer at **Halifax**, and his colleagues. In all, between November 10 and June 28, Mr. Holt arranged no fewer than 43 lectures given by chief officers on all branches of local government to audiences including schools, Scouts and Guides, youth clubs, and Royal Engineers, and 20 visits to such places as the town hall, A.R.P. control centre, fire station, bus depot, technical college, filter station and sewage works.

well they have been appreciated is shown by following extracts from letters he has received :

ir invaluable assistance and advice . . . has cially aided us in establishing a sound educational eme."—Officer Commanding, R.E. Coy.

visits have always been welcomed and there has ally been lengthy informal discussion after the ."—Boy Scout Troop Leader.

er each visit the members of the visiting party have en lecturettes to the children who were unable to —about a hundred. Then they have formed a panel submitted themselves to questions—a Brains Trust. his way we have encouraged the children to speak talk about the work of the corporation."—Senior ool headmaster.

is is public relations on the grand scale—if other branches would emulate Halifax's ple we should soon find the prevailing public ance of and indifference towards local rnment giving place to constructive and htened interest.

e L.G.O.s!

LIEVE it or not, the following are true :

SURVEYOR (on hearing that his local authority has joined the Provincial Council) : "*Now is no need for me to join N A L G O, since all get the benefits just the same.*"

OMAN MEMBER (in letter to district officer) : *ish to resign from N A L G O, as my conditions ervice are now regulated by the Provincial ncil.*"

"You can take away the ladder now, Bill," the fireman, playing his hose from the top—n as high as I want to be ! "

Soldier's Sub.

at the problem of the warrior's subscription is a live one, even in the fifth year of war, was n by the Conference agenda, where Leicester ed him to be given free membership and mersmith wanted to revert to the original plan using his subscription on the amount he got in lementary pay from his local authority. ions are still hopelessly divided, some ches arguing that the soldier wants to pay can do so, others contending that, whatever ay want to do, his subscription cannot be cted. **Stockton-on-Tees** branch has solved problem to the satisfaction of all parties by ling to pay, out of branch funds, the subtions (now 5s. a year each) of all its 57 bers in the Forces. This ingeniously gets the difficulties without troubling warrior or ctor and without depriving the Association uch-needed cash.

outhern England

CORDING to Dr. Goebbels, "Life in Southern England is at a standstill," but Procktor, South-Eastern district officer, tells hat :

e than 40 local authorities in the South-East ve joined the provincial council in recent weeks ;

mber are considering adoption of the provincial uncil's salary scales—and Canterbury and lkestone have done so ;

tically every authority found time to reply to recent questionnaire on cost-of-living bonus ;

County Officers' Guild has launched a recruitnt drive ; and

ham and district branch held an "open meeting" otwithstanding "noises off") at which more an 80 per cent of the staff were present.

y again, Doctor !

ther NALGO M.P. ?

MUST ask "Jackass," who seems to be the only member I know who attended this 's Conference, what happened to the proposal the Association should assist members ing election to Parliament. Had it been oved, then one of the first to benefit might have F. H. HAYMAN, ex-chairman and for 16 years ember of the Cornwall county branch, who recently adopted prospective Labour candidfor the Camborne division. A local governt officer for 31 years, Mr. Hayman is district ation clerk for the Camborne-Redruth area.

.S. in Burma

I have been serving recently with Wingate's dits behind the Japanese lines and the parcel "Local Government Service" and the annual rt of the Leicester branch were dropped to me plane," writes a member of Leicester branch.

DAWSON, the branch secretary, who sent me above, enclosed a fascinating and beautifully up illustrated leaflet describing Leicester's nstruction plans which the branch has pred to go out with its next newsletter for members in the Forces. This was a happy thought indeed—and I can imagine nothing more likely to stimulate the morale of men in the Burma jungle or other distant outposts than such positive proof that the "better world" for which they are fighting is not merely a propagandist's pipe dream, but is taking positive shape in their absence.

You Have Been Warned

"*It is not possible to run an efficient hospital service under local government.*"

Report of the London Hospitals' House Committee, quoted in the "Daily Telegraph."

NALGO Diary, 1945

The Association is again publishing a NALGO Diary for 1945, and copies, price 2s. 6d. each, should be ready in December. Members wanting copies of the diary must order from their branch secretaries, *not* from Headquarters, and branch secretaries must order their supplies from Headquarters by October 31. Supplies will be so short that it will be impossible to fulfil any order received after that date.

Another Semi-Centenarian

THE number of local government officers with half a century of service to their credit is greater than I imagined. Latest of whom I have heard is W. F. WOOD, of the engineer's department, Lewisham, who completed his fifty years on May 27—and still has fourteen months to go before he is due to retire at 65. "It is my intention," he writes, "to carry on with the good work." All his official life has been spent in the same area, first with the Lee district Board of Works, then, on the passing of the Local Government Act, 1894, transferred to Lewisham.

Congratulations to—

F. G. Shaw, engineer and manager of Buxton gas department, founder-member and first president of Buxton branch, just retired (though retained as consultant for three years) on completing, with his father, a water engineer, a family record of 75 years in local government service.

H. W. Griffiths, formerly chief committee clerk to Glamorgan county council (whose retirement after fifty years with the one authority I recorded in March) on being appointed a Justice of the Peace.

R. G. Coates, county surveyor to Kesteven (Lincs) C.C., on his retirement.

SHE ISN'T

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You are Judged by the Way You Speak and Write.
Beware of Pitfalls.
Better English—Better Pay.
Can You Write a Good Letter ?
Free Test of Your English.
Words Are Tools.
The Social Value of Good English.
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Don't delay. Write NOW—while you think of it. There is no obligation.

Women's Equal Pay Claim Does Not Mean "Equality Plus"

By AUDREY M. PRIME

Miss Prime, former Chairman of the East Midland district women's sub-committee, was recently appointed a NALGO women's organiser, and is working from Headquarters.

THE principle of "Equal Pay for Equal Work" has been accepted by NALGO as part of its general policy, and the staff side members of the National Whitley Council have repeatedly tried to secure its recognition in their negotiations with the employers. It is becoming increasingly evident, however, that much misconception exists among members of the Association, both men and women, about this subject.

During the war, women generally have been called upon to undertake many duties which, in the ordinary course, they would not be required to perform. The skill and intelligence with which they have undertaken all manner of jobs has been widely recognised. This war, like the last, has added to the dignity and reputation of women in Government, industry, H.M. Forces, and every other sphere of national life.

This further widening of the scope of women's activity, however, has also magnified the fear that, were the policy of equal pay for equal work to be generally adopted, women would swamp the peacetime labour market, leaving many men without work and thus exposed to economic insecurity for themselves and their families. This fear is a real one, particularly if the country is going to pass through a period of depression and slump. The solution depends on whether we can organise our national resources for a policy of full employment and the protection of all workers, men and women, from economic insecurity. If we can do that—and most competent economists believe that we can—then adoption of the policy of equal pay, and the employment of every woman who wants work, will not deprive a single man of his job.

The second misconception is that equal pay will, in fact, make the majority of women better off than the majority of men and that, in seeking it, women are demanding, not equality, but "equality plus." This, too, is a real objection so long as we are content to demand equal pay on its own, without considering and providing for the implications of that demand. Allowing for the often disregarded fact that many working women support, or partially support, dependants, it remains true that men, under normal conditions, have on the whole more dependants to support than have women. Merely to advocate that the governing principle should be "the standard rate for the job" without recognising the important social implications of the problem as between men and women is, of course, a policy of "equality plus."

But the advocates of equal pay, apart from a few "cranks" have never sought this "equality plus" for women, and we must be careful not to do so. They have always insisted that the policy of equal pay must be linked with adequate family allowances and dependants' allowances for both men and women, married or single, who support dependants. Obviously, real equality must bear some relationship to the economic purchasing power of the individual as a unit. It may be possible to adjust such matters by modification of income-tax allowances or in other ways. Nevertheless, from the trade union angle, once we have recognised that the conditions of men and women in the local government service are inseparable, we must, as soon as possible, seek to establish "the standard rate for the job" throughout the service irrespective of whether it is held by a man or a woman.

This is clearly in the interests of both men and women, since it would establish what is termed in the Civil Service "a fair field and no favour" and would remove the traditional idea that women can be brought in to work for lower pay than men, and thus provide employers with cheap labour.

Women—Next Month's "L.G.S." will be Yours!

The September number of Local Government Service" is to be devoted to the women in local government—their problems, their prospects, and the ways in which they can help to improve their position.

It will contain articles by women in many different branches of the service. It will discuss how obstacles to the wider employment of women can be removed. It will show what NALGO is doing for its women members, and will suggest what more it might do.

If you have an idea, a criticism, a suggestion, then write to the editor about it. This is the opportunity you have been waiting for. Make the most of it! But don't delay. The last date for contributions is August 14.

Allied to the question of equal pay is that of equality of opportunity. In the local government service today, women are, in the main, relegated to the less important jobs, and only exceptionally do we find them in the higher administrative posts. This is due partly to the prejudice of many local authorities and partly to lack of training opportunities for women officers. If we accept the fact, as we must, that a proportion of the women officers will leave the service to get married, there are still many more who will remain inside, and doubtless this war, like the last, will increase the number of "bachelor women." To relegate these officers to the lower clerical posts automatically is wasteful from the point of view of the service and of the community. Women, therefore, must be given better facilities to equip themselves for more responsible posts, and a chance to compete for those posts on equal terms with men. In this connection, it will also be necessary, as part of our public relations policy, to demonstrate to the public and their elected representatives on local authorities that men and women in the service are capable of working together in partnership, as colleagues in both the clerical and the higher administrative grades, to the advantage of each other and to the benefit of the service and the public it serves.

I hope, in conclusion, that all officers will view this important subject from the point of view of what is best for the service and the community and not from any narrow sectional point of view. The unity of all officers is more than ever essential at this time when conditions change rapidly and the searchlight of public opinion is turned ever more strongly on the local government service. This highly controversial subject need not break that unity if it is looked at in relation to the whole structure of the service and society as a whole.

The Nurse's Training Was Hard—But It Was Worth It!

By IVY H. JENNINGS, S.R.N., S.C.M.

TWENTY-SEVEN years ago I entered hospital to take up nursing with the ambition of becoming a medical missionary when qualified. Conditions then were far different from what they are to-day: "salary" of £12 a year, rising by £2 increments to £16; hours of duty from 7 a.m. to 8 p.m., with a 2-hour break between 10 and 12 or 2 and 4; lectures in off-duty time (when we were allowed it—and often we were not); one half day free a week, and one free day a month. Night duty alternated with day duty every three months, and was worked from 8 p.m. to 8 a.m., with no break, and one night off a fortnight.

Much of the first year was spent in domestic work on the wards—this, we were constantly told, was part of our training in discipline. It was discipline morning, noon and night, till you wondered whether you would survive your training with any soul left. There was much snobbery, the third year pro's looking down on the second years, and the second years lauding it over the poor first years. I used to carry a booklet in my apron pocket called "Blessed be Drudgery," and I would sneak glimpses of it when I was in the bathroom cleaning sluices.

Was it worth it? I say, emphatically, Yes. It was a hard training, but I had all my "corners knocked off." My ambition kept me going, and all my apparent "falls" proved stepping stones to a wider life.

My general training completed, I went to another hospital to qualify as a midwife, and then set out for my goal, East Africa. How happy I was working amongst the natives! I was 100 miles from a doctor, so had everything to do myself, from teeth extractions to stitching spear wounds after a ngomi or drunken dance, together with minor ailments; animals, too, often needed wounds stitched. The nurse had to be everything in the public health service. Unfortunately, my health broke down on account of the heat and after two years I had to come home.

I went back to my training school for a year, filling the post of ward sister, theatre sister, night sister, and office sister. But I never liked the institution side of hospital life and decided to try private nursing. This bored me stiff, and I got no inward satisfaction from it.

Then an advertisement appeared for a school nurse under our local council and, thinking how fine it would be to work amongst the children of my own town, I decided to apply for and got the job. My work took me to the schools to assist in medical inspection of the children, following up those who were found to have defects, assisting at minor ailment clinics, and visiting the homes of children absent through contagious and infectious diseases. I felt this was a grand piece of work and social service, having many opportunities of giving advice which, in most cases, was appreciated.

After four and a half years of school nursing I transferred to the service of the public health committee in which I have been working for fifteen years as infectious diseases nurse. The work has included removal to the isolation hospital of infectious patients, children or adults, keeping watch on contacts, keeping records of all notifiable infectious diseases, and assisting in diphtheria immunisation. The work is interesting and brings me in contact with all types of people.

I have seen many changes, both of staff and conditions: elevation of my urban district to a borough; adoption of superannuation and the consequent uprooting of many employees over 65; and, more recently, the adoption of the Rusheliffe scales. I hope to see even greater changes before I retire.

One cannot foresee to what extent the public health services will be extended after the war, but it is certain that we shall have greater powers and bigger responsibilities. Let us hope that we shall be prepared to meet the demands that will be made on us and be worthy of the title of local government officer.

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NALGO ROLL OF HONOUR

H.M. Forces

KILLED

*Austin, Sgt./Nav. L., R.A.F., health dept., Durham C.C.
Baker, Lt. E. G., R.E., 26, Seaford U.D.
Birchall, S., Royal Welsh Fusiliers, Leigh.
Boyce, Lt. R., The King's (Liverpool) Regt., treasurer's dept., Bootle.
Campbell, Lt. A. C., R.E., highways dept., Northallerton.
Chamberlain, P./O. M., R.N., taxation dept., Sleaford.
Davies, Lt. A. L., West Yorks Regt., lighting engineer's dept., Liverpool.
*Dixon, Sgt. (F./Eng.) L. H. J., 20, R.A.F., treasurer's dept., Dagenham.
Ekins, Sgt. E. H., R.A.F., electricity dept., Walthamstow.
Fletcher, Staff/Sgt. S., 27, R.A.F., electricity dept., Manchester.
Hatfield, Lt. A. D., engineers dept., Barnsley.
Jackson, Sgt./P. J. D. R., R.A.F., treasurer's dept., Lewes.
Lane, Sgt.-Maj. W. J., Essex Regt., electricity dept., Brentford and Chiswick.
†Lee, Sgt. D., R.A., surveyor's dept., Durham C.C.
Longstaffe, Lt./Cmdr. R., R.N., L.T.L. dept., Durham C.C.
Perfect, Sgt. J. D., 32, libraries dept., Bingley.
Pronger, F./O. N. R. G., R.A.F., finance dept., Surrey C.C.
Pullin, Capt. D. H., R.A., assistant solicitor, Devon C.C.
Roach, Gnr. S. A., R.A., treasurer's dept., Colchester.
Vickers, A./C./2, R. C., R.A.F., licences dept., Surrey C.C.

MISSING

Annan, Capt. W. R., R.E., town planning dept., Roxburgh C.C.
Bream, Rfn. E. M., Rifle Brigade, treasurer's dept., Croydon.
Dunn, F./Lt. R., R.A.F., treasurer's dept., Warwick C.C.
Greenhalgh, F./O. L. J., 22, **R.A.F.,** A.R.P. dept., Bucks C.C. (presumed killed).
Guy, Sub.-Lt. B., R.N.V.R. (Fleet Air Arm), surveyor's dept., East Barnet (presumed killed).
Horton, F./Sgt. T., 22, electricity dept., Manchester.
Milne, P./O. W. H., R.A.F., clerks' dept., Aberdeen.
Pearson, F./O. H., R.A.F., treasurer's dept., Dudley.
Price, Sgt. E., R.A.F., treasurer's dept., Dudley.
Wells, P./O. J. H., R.A.F., education dept., Durham C.C.
Williams, Sgt./Nvgr. L., R.A.F., treasurer's and controller's dept., Cardiff.

PRISONERS OF WAR

Beverley, David N., Gordon Highlanders, chamberlain's dept., Aberdeen (in Italy).
Illingworth, F./O., 23, **R.A.F.,** libraries dept., Enfield. (In Germany).

*Previously reported missing. †Previously reported prisoner.

Civilian

KILLED

Malley, G. E., Ll.M., clerk to Enfield U.D.C. (Mr. Malley was fatally injured and his wife killed instantly by a flying bomb.)

AWARDS TO MEMBERS

H.M. Forces

M.C.

Cooper, Lt. R. A., R.A., finance dept., Leatherhead U.D.—for fine work at the crossing of the Garigliano in January, 1944.

D.F.C.

Horton, P./O. A. J., R.A.F., Newport.

McLean, Actg. F./Lt. R., registration of births, etc., dept., Glasgow.

Stokoe, F./Lt. J., 24, **R.A.F.,** chief inspector's dept., Bucks C.C.—has completed two tours of operations, in the course of which he has been shot down in flames twice and has destroyed at least seven enemy aircraft. In addition, he has carried out thirty-two offensive sorties and has shown great keenness and devotion to duty.

Vine, F./O. B., R.A.F., electricity dept., Croydon—has completed many bombing trips to heavily defended targets in Germany and eleven trips to Berlin.

Whitty, F./Lt. G. O. S., R.A.F.V.R., engineer's dept., Worcester—"On the night of June 5, he piloted an aircraft detailed to transport paratroops to the dropping zone in the opening phase of the invasion of France. In the execution of his difficult task, this officer displayed great skill and accuracy and his effort contributed materially to the success of the later airborne landings. F./Lt. Whitty has completed many sorties and has invariably displayed courage and devotion to duty of a high order."

A.F.C.

Sellers, F./Lt. R. F., R.A.F.V.R., finance dept., Surrey C.C.

D.S.M.

Woods, Tel. G. C., R.N., electricity dept., Manchester—for outstanding work during the landings in Madagascar.

B.E.M.

Mitchell, Sgt. G. E., R.A.S.C., surveyor's dept., Tamworth.

O.B.E.

Wolton, Lt./Col. J., R.E., engineer's de Brentford and Chiswick—for distinguished s vice in Malta.

M.B.E.

Morgan, F./Lt. E., R.A.F., Hitchin. In Janua 1943, an air-sea rescue pinnace, of which he master, was repeatedly attacked by enemy craft from very close range. During the f attack his left elbow was shattered by shell splin and a bullet passed through his right calf. shock rendered him unconscious for a ti In subsequent attacks one member of the c was killed and seven others were wound Immediately he regained consciousness F./ (then P./O.) Morgan refused medical aid u all the other members of the crew had b treated, then resumed his command of the ves and directed defensive measures. Through the action he, together with A./C. Pickeri conducted himself with great courage, skill a resource. Their excellent example inspired other members of the crew during the return their sinking vessel.

MENTIONED IN DISPATCHES

Brilsford, P./O. J. R., R.N., treasurer's de Hemsworth.

Burns, Tel. P. T., R.N., treasurer's dept., Her worth—for conspicuous conduct in connecti with minesweeping operations.

Grossman, F./Sgt. G. M., R.A.F., treasure dept., Gloucester C.C.—posthumous menti for his part in a successful operation, the nat of which is still secret. (F./Sgt. Grossman reported killed in the November, 1943, journa

Measures, L./A./C. O., R.A.F., Newport.

Pugh, Cpl. G. E., R.E., surveyor's de Durham C.C.

Civilian

M.B.E.

Langton, H. A. G., magistrate's clerk, Boo (vice-president of Bootle branch)—in recogniti of his services as chief warden.

Moore, W. J., electricity dept., senior sergea special constabulary, and hon. secretary, A.T. Swansea, and for five years assistant secretary Swansea branch.

SCOTTISH NOTES: General Secretary's Visi Branches too Subservie

THE general secretary's recent visit to Scotland was an outstanding success. At all the meetings Mr. Simonds addressed there was genuine enthusiasm for NALGO and an appreciation of the comprehensive service it provides for its members. The Glasgow, Edinburgh, and Aberdeen executive committees had every opportunity to obtain up-to-date information, and the questions submitted showed keen interest. On the social side, the visit was a happy experience. Perth county and burgh branches united in entertaining Mr. Simonds to lunch on his way North. At Aberdeen, the branch arranged a dinner which was attended by Treasurer Morrison, C.B.E. (chairman of the Joint Industrial Council) and other prominent citizens and chief officers from the adjoining counties and burghs. The Lord Provost of Aberdeen, Sir Thomas Mitchell, entertained the general secretary at lunch, those present including Treasurer Morris and Councillor Hay, leader of the Labour Pa in the corporation. In Edinburgh, most branc were represented at a meeting of branch office

At all the NALGO meetings, Mr. Simon dealt with the work of the Association, stressi in particular the importance of the "Bol Judgment," the meaning of which few memb yet fully appreciate. While its cash value members in the Forces has been substantial, most important result has been to make Whit Council awards enforceable against local autho ties, at any rate while war legislation continu

We are more concerned with service conditi than with any other part of our policy. In Scotla conditions are worse than in England. For ma years it was complained that NALGO lack power to enforce its policy. The "Bol Judgment" has given us the power.

It is surprising that some branches are s reluctant to secure an observance of recogni terms and conditions. NALGO policy, det mined by Conference, is that we should se national standards of salaries and conditi through the Whitley council machinery. Yet Scotland there are many branches which are willing to insist on the local authorities adopti the minimum conditions awarded by the Jo Industrial Council.

The Scottish district committee appoi representatives to the employees' panel of J.I.C., which is authorised to negotiate agreeme on a national basis. When awards are obtain it is surely the duty of every branch to see that own local authority applies these awards imme ately. If not, why have a J.I.C. at all ?

Conditions in the future are going to be more difficult than many people imagine. It is duty to see that we get now at least those minim conditions which are available. Delay will prov most costly error and will, in fact, be breaki faith with the Association.

B. and O. Fund Slackness

Scotland's contribution to the Benevolent a Orphan Fund last year of 2s. 11d. per head membership, was the lowest in the country. T means that many members are giving nothing poor result for one of the biggest districts in Association. We must do much better this ye

You Help the B. and O. Fund—And it Helps You!

Achievement—

Stanley (Durham) branch, though it has fewer than 70 members, has just sent £100 to the Benevolent and Orphan Fund. The money was the proceeds of a series of dances.

Chesterfield has raised £75 by holding a dance and organizing some sweepstakes.

Kingston-on-Thames and **Banstead** held sweepstakes on Derby Day and raised £19 11s. 2d. and £6 3s. respectively for the Fund.

Leicester women's sub-committee held a social evening with dancing, music, a performance of Shaw's "Man of Destiny," and refreshments. Though the charge was only 2s. a head, the profit came to £10 5s. 4d., divided between the B. & O. Fund and the branch's prisoners of war comforts fund.

Woking gave a dance during "Salute the Soldier" week and gave 25 per cent of the profits—£7 0s. 9d.—to the Fund.

Widnes, with a further gift of £22, proceeds of a number of social activities, has increased its donations this year to £29.

West Sussex made £22 12s. 7d. from a staff dance and 10s. 6d. from a raffle, all of which goes to the Fund.

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"*If only the members of NALGO really understood, as I do now, what a splendid thing the B. and O. Fund is, there would be no difficulty over subscriptions.*"

The above is from a letter from a member, an accountancy assistant, who had to leave his work nearly two years ago after a breakdown. To keep himself, his wife, and two children aged 17 and nine, he had only his daughter's earnings of 23s. a week and his own disablement benefit of 10s. 6d. But the B. and O. Fund came to the rescue, paying him a regular weekly allowance until he recovered and returned to work.

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METROPOLITAN

As a result of representations by the branch, the **Port of London Authority** has agreed to put on the permanent staff, from the dates on which they would normally have been transferred, a number of men and women temporary officers who were waiting to be put on the permanent staff at the outbreak of war. In addition, they are to be allowed to pay arrears of contributions to the pension fund by instalments.

NORTH WESTERN AND NORTH WALES

Birkenhead C.B. has increased superannuation allowances for non-contributory service from 90ths to 80ths.

With the unanimous acceptance by **Blackburn C.B.** of a recommendation of the appeals' committee of the Lancashire and Cheshire provincial council that unmarried officers in H.M. Forces shall have their service pay made up on the Bolton terms, retrospectively to April 1, 1943, the North-West district war service pay campaign comes to its close. This was the last authority to hold out on the "unmarried officers" issue.

An officer engaged on storekeeping duties by the **Stalybridge, etc., Transport and Electricity Board** was released to undertake whole-time duties with the Home Guard. He was later returned to his civilian employment and the Board transferred him to clerical duties, but continued to pay him at the storekeeper's rate. A protest made by NALGO resulted in the officer being returned to storekeeping duties, but he has been paid the proper rate for the clerical work during the time that he was performing it.

NORTH EASTERN

The provincial council appeals committee has awarded in favour of a claim by ex parte application for the transfer to grade C (£240—£300) of three rating officers employed by **Sedgefield R.D.**

Ryton U.D. has regraded its official staff within the provincial council's scales and has agreed to transfer a woman officer into the scales for men.

SOUTH-EASTERN

Eighty-one out of 102 local authorities in the district have now adopted the current Whitley bonus scale. The district officer has applied for its adoption at **Arundel, Rye and Sandwich boroughs, Littlehampton, Seaford, and Sheerness urban districts, Ashford West, Bridge-Blean, Hollingbourn, and Malling rural districts**, and a dispute has been declared against **Bognor Regis U.D.** which has refused the application.

The **Southern Home Counties Provincial Council** has approved a model sick pay scheme, which will shortly be recommended for adoption.

Application for the Bolton standard of war service pay has been made to **Bridge-Blean R.D.**, where at present each case is considered "on its merits."

Applications for the adoption of the provincial council's salary scales are under consideration at **Gravesend, Guildford**, and **Maidstone boroughs**, and **Chertsey U.D.**

Insurance Cards Now Due

The National Health Insurance year ended on July 2, and insurance cards should be sent to the NALGO Approved Society immediately.

Local correspondents are asked to collect and forward to the Society all cards for members of their branches as soon as possible. Members' records must be balanced and arrears cards issued where necessary during September—and staffs are short.

Members who send their cards direct to the Society must enclose their Record Card, so that contributions can be recorded on it.

Obituary

Mr. W. E. Clark and Mr. G. E. Foster

We regret to record the deaths of:

W. E. Clark, former borough treasurer of Bermondsey, founder member of Bermondsey branch, and for many years its secretary. Mr. Clark retired last year after 42 years' service, and was fatally injured in a cycling accident.

G. E. Foster, baths superintendent at Barnsley, president of Barnsley and district branch, and a past president, Northern branch, National Association of Baths Superintendents. Mr. Foster was a keen supporter of the Association, showing special interest in the work of the B. and O. Fund. A fine swimmer, he won many Yorkshire championships, and had been an international water-polo player.

Cost of Living One Point Up

The Ministry of Labour cost of living index rose one point last month to 201, representing an increase of 29.7 per cent since the outbreak of war.

Nalgo Addresses

Headquarters (all departments)—The General Secretary, NALGO, 24, Abingdon Street, London, S.W.1 (Telegram NATASSOC, Parl., London; Telephone WHitehall 9351).

"**Local Government Service**" **editorial**—Editor, 24, Abingdon Street, London, S.W.1.

"**Local Government Service**" **advertisements**—A. Darby's Advertising Agency, Cobham House, 24, Black Friars Lane, London, E.C.4 (City 6686).

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East and West Midlands—J. E. N. Davis, 14, Earlsbur... Gardens, Birchfields, Birmingham 20 (Birchfields 5123).

Eastern—F. Thomas, 54, New Street, Chelmsford (Chelmsford 4347).

South Eastern—A. Procktor, Star House, Puddin... Lane, Maidstone (Maidstone 4428).

Southern and South Western—N. M. Woodcock, 16, The Crescent, Taunton (Taunton 2779).

South Wales and Monmouthshire—A. H. Geary, 11, Park Place, Cardiff (Cardiff 1646).

Scotland—J. L. Robson, 67, West Nile Street, Glasgow, C.1. (Douglas 0404).

Women's Organisers—Miss A. Gaywood and Miss A. M. Prime, 24, Abingdon Street, London, S.W.1.

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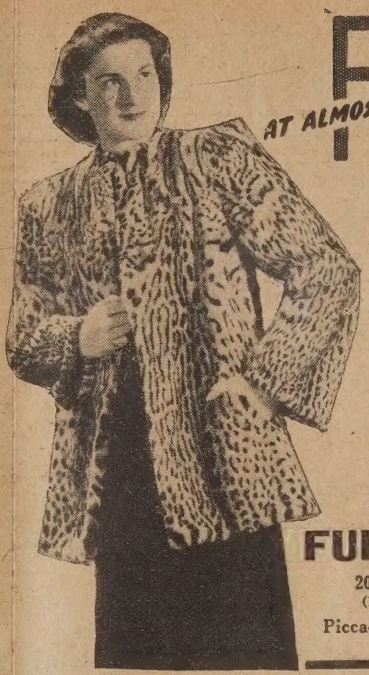

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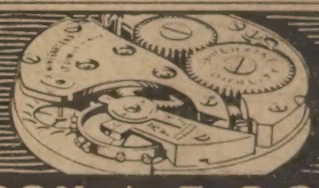

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